United Nations A/72/802

General Assembly

Distr.: General
22 March 2018

Original: English

Seventy-second session
Agenda item 161
Financing of the United Nations Mission in South Sudan

Budget for the United Nations Mission in South Sudan for the period from 1 July 2018 to 30 June 2019

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Mission in South Sudan (UNMISS) for the period from 1 July 2018 to 30 June 2019, which amounts to $1,154,657,700.

The budget provides for the deployment of 242 military observers, 16,758 military contingent personnel, 703 United Nations police officers, 1,320 formed police units personnel, 919 international staff, 1,428 national staff, 442 United Nations Volunteers, 42 temporary positions and 78 Government-provided personnel.

The total resource requirements for UNMISS for the financial period from 1 July 2018 to 30 June 2019 have been linked to the Mission's objective through a number of results-based frameworks, organized according to the following components that have been aligned with the mandate endorsed by the Security Council in its resolution 2406 (2018): (a) protection of civilians; (b) creating the conditions conducive to the delivery of humanitarian assistance; (c) monitoring and investigating human rights; (d) supporting the implementation of the Agreement on the Resolution of the Conflict in the Republic of South Sudan; and (e) support. The human resources of the Mission in terms of the number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

				Variance	
Category	*Expenditures (2016/17)*	*Apportionment (2017/18)*	*Cost estimates (2018/19)*	*Amount*	*Percentage*
Military and police personnel	458 201.2	501 175.6	542 451.6	41 276.0	8.2
Civilian personnel	241 758.9	220 745.6	275 257.1	54 511.5	24.7
Operational costs	371 780.4	349 078.8	336 949.0	(12 129.8)	(3.5)
Gross requirements	**1 071 740.5**	**1 071 000.0**	**1 154 657.7**	**83 657.7**	**7.8**
Staff assessment income	14 311.5	18 310.3	22 588.7	4 278.4	23.4
Net requirements	**1 057 429.0**	**1 052 689.7**	**1 132 069.0**	**79 379.3**	**7.5**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**1 071 740.5**	**1 071 000.0**	**1 154 657.7**	**83 657.7**	**7.8**

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*Temporary positions*[c]	*United Nations Volunteers*	*Government-provided personnel*	*Total*
Executive direction and management										
Approved 2017/18	–	–	–	–	56	23	–	9	–	**88**
Proposed 2018/19	–	–	–	–	56	24	–	9	–	**89**
Components										
Protection of civilians										
Approved 2017/18	242	16 758	703	1 320	118	151	10	70	–	**19 372**
Proposed 2018/19	242	16 758	703	1 320	118	234	10	70	–	**19 455**
Monitoring and investigating human rights										
Approved 2017/18	–	–	–	–	65	76	–	42	–	**183**
Proposed 2018/19	–	–	–	–	65	76	–	42	–	**183**
Creating the conditions conducive for the delivery of humanitarian assistance										
Approved 2017/18	–	–	–	–	18	25	–	12	–	**55**
Proposed 2018/19	–	–	–	–	18	25	–	12	–	**55**
Supporting the implementation of the Peace Agreement and Peace Process										
Approved 2017/18	–	–	–	–	37	16	–	11	78	**142**
Proposed 2018/19	–	–	–	–	37	16	–	11	78	**142**
Support										
Approved 2017/18	–	–	–	–	627	1 163	32	298	–	**2 120**
Proposed 2018/19	–	–	–	–	625	1 053	32	298	–	**2 008**
Total										
Approved 2017/18	242	16 758	703	1 320	921	1 454	42	442	78	**21 960**
Proposed 2018/19	242	16 758	703	1 320	919	1 428	42	442	78	**21 932**
Net change	–	–	–	–	**(2)**	**(26)**	–	–	–	**(28)**

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Professional Officers and national General Service staff.
[c] Funded under general temporary assistance.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the United Nations Mission in South Sudan (UNMISS) was established by the Security Council in its resolution 1996 (2011) of 9 July 2011. The most recent extension of the mandate was authorized by the Council in its resolution 2406 (2018), by which the Council extended the mandate until 15 March 2019.

2. The Mission is mandated to help the Security Council achieve an overall objective, namely, addressing the impact of the conflict, in order to enable peace and reconciliation in the country.

3. Within this overall objective, UNMISS will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are organized according to components (protection of civilians; creating the conditions conducive to the delivery of humanitarian assistance; monitoring, and investigating human rights; supporting the implementation of the Agreement on the Resolution of the Conflict in the Republic of South Sudan (the Peace Agreement); and support), which are derived from the mandate of the Mission.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Mission and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNMISS in terms of the number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole. Variances in the number of personnel, compared with the 2017/18 budget, have been explained under the respective components.

5. The Mission headquarters is located in two locations in Juba, at United Nations House and at the UNMISS compound in Tomping. The Mission has 10 field offices, including the Juba field office which is collocated with the Mission headquarters in Juba. In addition, UNMISS has field office team sites in Pibor and Melut, three company operating bases and two temporary operating bases.

B. Planning assumptions and mission support initiatives

6. On 15 March 2018, the Security Council adopted resolution 2406 (2018), extending the mandate of the Mission until 15 March 2019. The Council, having considered the report of 20 February 2018 on the review initiated by the Secretary-General to assess the scope of the Mission's mandate and the conditions for its successful implementation (S/2018/143), maintained with few adjustments the four priority areas of the UNMISS mandate as set out in previous resolutions. The following planning assumptions reflect the assessment made during the review and the mandate of the Mission, as endorsed by the Security Council in its resolutions 2327 (2016) and 2406 (2018).

7. Since the outbreak of violence in Juba in July 2016 and its aftermath, the conflict in South Sudan has taken on greater levels of complexity. In particular, the power dynamics between the Government and other parties to the Peace Agreement have shifted significantly, with the Government gradually gaining the upper hand militarily and the split within the Sudan People's Liberation Movement/Army in Opposition (SPLM/A-IO) leading to the proliferation of armed and non-armed opposition actors. While the security situation in Juba has improved compared to 2016, the armed

conflict has spread across the country, particularly to those areas where relative stability had previously prevailed. It is expected that the Transitional Government of National Unity will advance the national dialogue and other political and reconciliation processes. However, should the initiatives to revitalize the peace process to make it more inclusive fail to achieve their goal, tensions between the Transitional Government of National Unity and opposition groups will further increase and potentially exacerbate fighting in most regions of the country. In any case, the Government will likely feel emboldened to accelerate the process towards elections to mark the end of the 30-month transition period specified by the Peace Agreement. That scenario would put additional pressure on international actors, including UNMISS, to support provisions under the Peace Agreement, including key transitional security institutions, as well as the national dialogue, despite the fact that meaningful inclusivity in national governance and political life in South Sudan remains weak.

8. Furthermore, continued fighting is expected to intensify insecurity and the humanitarian crisis. The national economy will most likely continue on a downward trajectory, bringing significant risks of increased criminal activities, further tensions among communities and potential protests by security forces. At the subnational level, state authorities will continue to face critical resource constraints that inhibit their capacity to provide basic services. Inter- and intra-communal conflicts, exacerbated by the weak rule of law and law enforcement mechanisms at the subnational level, the proliferation of small arms and the emergence of new armed groups owing to fragmentation of the opposition, will further escalate and remain politicized, reflecting tensions at the national level. Civilians, especially women and children, will continue to be targeted by armed actors perpetrating violence, including conflict-related sexual violence, grave violations against children and other human rights violations, resulting in further displacements and increased humanitarian needs. Owing to deeply-rooted gender inequality, discrimination and lack of support structures, women will continue to miss opportunities to participate in peace processes, institutions and civil society advocacy. While engagement by UNMISS at the subnational level will remain an effective tool for promoting the peaceful resolution of conflicts, the aggravating factors just mentioned will require UNMISS and the United Nations country team to further enhance their efforts to address local conflicts and extend protection and support across the country.

9. Should the armed conflict continue, the acute humanitarian crisis, particularly food insecurity and displacement, will intensify up to a point where humanitarian assistance will likely be overstretched. Loss of livelihood and limited access to basic services, including education and basic health care, will continue to negatively affect the population, leading to further displacement. As a result, the safe and voluntary return and reintegration of internally displaced persons and refugees will continue to be hampered. Despite the efforts by the Mission and humanitarian partners, it is anticipated that internally displaced persons will continue to seek protection in the Mission's protection of civilians sites. This will have implications for the safety of the Mission's personnel, assets and installations, owing to increased tensions and criminality within the sites.

10. As in previous years, the relationship between UNMISS, the parties to the conflict and the Transitional Government of National Unity will remain challenging, primarily with regard to issues of freedom of movement and security of peacekeepers and humanitarian aid workers, respect for the Status of Forces Agreement and issues related to the deployment of the Regional Protection Force. If the restrictions placed on United Nations operations continue, it will significantly hinder the ability of UNMISS to implement its mandated tasks and will hamper humanitarian and protection of civilians activities. UNMISS will continue to engage actively with the

parties to promote respect for its freedom of movement and the inviolability of United Nations staff, premises and assets. At the same time, UNMISS will further enhance its strategic communications capacity, using innovative methods to undertake proactive engagement with internal and external audiences regarding its mandate and activities.

11. Noting the planning assumptions stated above and taking into consideration the constraints on the Mission's ability to contribute to peace and stability in South Sudan, and in line with Security Council resolutions 2327 (2016) and 2406 (2018), UNMISS will continue to advance the core pillars of its mandate proactively and work with the people of South Sudan to help create a safe and stable environment and build more favourable conditions for durable peace. UNMISS will strive to be robust, nimble and proactive in implementing its mandate, and where possible will opt for innovative approaches to address the changing operational context and emerging challenges. Differentiated approaches across the country and flexible reallocation of resources, as well as collaboration with the United Nations country team, are critical for effective discharge of the Mission's mandated objectives. Limited programmatic activities will be continued to facilitate improved delivery on mandated tasks. Efforts will continue to mainstream and integrate a gender perspective in all the Mission's activities aimed at the protection of vulnerable populations and increased participation of women in the implementation of the Peace Agreement, in line with Security Council resolution 1325 (2000) and in coordination and collaboration with other partners. Furthermore, improving the safety and security of United Nations personnel and humanitarian partners delivering programmes and services countrywide will remain one of the Mission's key priorities. Finally, in accordance with the Secretary-General's report on special measures for protection from sexual exploitation and abuse (A/71/818), the Mission will implement a robust prevention programme against misconduct, including sexual exploitation and abuse, and effective response and referral mechanisms for victims.

Protection of civilians

12. During the 2018/19 period, UNMISS will continue to implement its protection of civilians mandate in line with the three-tier approach on the protection of civilians in United Nations peacekeeping operations, while continually reiterating the fact that this mandate does not replace the primary responsibility of the host Government to protect civilians.

13. With respect to tier one, protection through dialogue and engagement, UNMISS will continue advancing local and national reconciliation efforts, utilizing its good offices function and promoting dialogue. Political engagement at the subnational level will remain essential in order to prevent, mitigate and resolve conflict across the country, help create a more substantial base for any political process at the national level and lay the groundwork for the eventual return and reintegration of internally displaced persons and vulnerable populations. UNMISS will continue to focus intently on this area, working closely with all stakeholders to strengthen local conflict management capacities and promote social cohesion, reconciliation and peaceful coexistence of communities.

14. With respect to tier two, provision of physical protection, UNMISS will, within its capacity, continue to explore ways to protect civilians from threats of physical violence in a robust, nimble and proactive manner. The Mission will maintain its forward-leaning posture to deter physical violence against civilians, including women, children and other vulnerable groups, not only within and around the protection of civilians sites but in other places where civilians are under threat of physical violence, while persistently seeking the commitment of the host Government to carry out its primary responsibility to protect civilians. The Mission will achieve

this goal through: (a) good proactive planning and preparations to project and sustain a high-visibility presence; (b) routine and intensified patrolling; and (c) regular engagement with all stakeholders, including through sensitization and awareness campaigns. The Mission will continue its efforts for the deployment of the Regional Protection Force as authorized by the Security Council in resolutions 2304 (2016), 2327 (2016) and 2406 (2018), while also conducting a military and police capability study aimed at allowing the Mission to increase the reach and flexibility of its military and police components to respond to needs on the ground in an adequate and timely manner.

15. With regard to the administration of the protection of civilians sites, UNMISS will continue to provide security for the sites and their immediate surroundings, while strengthening its engagement with internally displaced persons and local communities to maintain the civilian character of the sites, to ensure safety and security within and around them and to foster peaceful coexistence of internally displaced persons and host communities. In addition, to be effective, such measures must be supplemented with improved perimeter protection to prevent combatants and criminals from breaching the boundaries of the protection sites. The Mission will work closely with humanitarian partners to ensure that the sites remain strictly for those who are in imminent danger and not for those seeking access to services. Other activities will include improving the implementation of existing detention policies and procedures to ensure compliance with accepted norms and continuation of discussions with national authorities to establish a viable protocol for the handover of suspects.

16. While the Mission's efforts to take forward its protection of civilians mandate will, in many cases, necessarily be focused on the protection of civilians sites, every effort will be made to extend protection into areas beyond the sites to enhance peace and stabilization efforts. Such efforts will include finding opportunities and innovative solutions for the safe, voluntary and dignified return of internally displaced persons and refugees, and for protecting civilians within their own communities. Under tier three, working closely with the United Nations country team and humanitarian, human rights and relief organizations, the Mission will promote a protective environment in areas of displacement, engage with relevant stakeholders to define joint strategies to support returns, employ quick-impact projects to support basic infrastructure development, and conduct mine action operations to support the safe movement of internally displaced persons to, and their resettlement in, areas of return. It will also undertake sensitization activities on issues related to sexual and gender-based violence and children and armed conflict. The Mission will provide technical assistance and advice on international humanitarian law, investigation and prosecution of sexual and gender-based violence and conflict-related sexual violence, as well as other serious human rights violations, in order to strengthen protection of civilians.

Monitoring, reporting and investigating human rights

17. Protection of human rights and promotion of accountability will remain top priorities for UNMISS during the 2018/19 period. While it can be anticipated that parties to the conflict will continue to avoid fulfilling their primary obligations under human rights and humanitarian law, UNMISS will remain persistent in advocating for accountability and protection of human rights. It will do this through good offices engagement and through continuous monitoring, investigation and reporting on alleged human rights violations and abuses, with a particular focus on gross violations, violations against the most vulnerable, including women, children and internally displaced persons, and conflict-related sexual violence, as well as hate speech and incitement to violence, as specifically requested by the Security Council

in its resolutions 2327 (2016) and 2406 (2018). The Mission's efforts will also include advocating for the Government to ratify the remaining core human rights treaties and harmonize national legislation with international human rights standards; fulfil its reporting obligations under the international and regional human rights treaties it has acceded to; and cooperate with the Human Rights Council and regional mechanisms.

18. The Mission will also strengthen its focus on identifying early warning signals to ensure a timely response to protect civilians and on mobilizing key stakeholders to prevent further escalation of the conflict and occurrence of atrocities. The Mission will enhance the participation of human rights officers in long-duration patrols and joint integrated missions. Given the increasingly hostile environment for human rights work in the country, UNMISS will prioritize capacity-building and support for human rights defenders and strengthen its efforts to protect those who suffer reprisals for freely expressing their views.

19. In addition to supporting measures created to respond to the crises at both the national and international levels, the Mission will strengthen its advocacy and high-level engagement with a variety of actors, including Government authorities and opposition forces, as well as institutions involved in the administration of justice. Through monitoring and reporting on the administration of justice on a wide range of issues, including arbitrary and prolonged detention, political detainees, conditions of detention and military justice, UNMISS will continue to promote adherence to international standards and to increase the likelihood that victims have access to justice and reparations. As a preventive mechanism, the Mission will ensure the robust implementation of the United Nations human rights due diligence policy in its engagement with all parties.

20. In 2018, transitional justice processes are expected to reach the implementation phase and will require support of the Mission, including building a national capacity for institutions to deliver justice and investigate and prosecute individuals responsible for violations of international and/or South Sudanese law, including crimes committed against vulnerable groups, particularly women and children. In collaboration with the United Nations country team, UNMISS will continue to support national stakeholders in establishing an enabling and safe environment for national reconciliation and transitional justice processes. This will be accomplished through the conduct of awareness-raising and sensitization activities and the empowerment of communities to participate in transitional justice processes and mechanisms at the local and national levels. At the same time, the Mission, through its human rights rights-based approach and rule of law capacity, will explore the feasibility of, and support for, the establishment of strategic national accountability mechanisms, complementary to those foreseen in chapter V of the Peace Agreement, as a means to deter further violations, ensure accountability, address impunity and contribute to stabilization. In this regard, UNMISS will provide assistance to the Office of Legal Affairs, the African Union and the Transitional Government of National Unity, as required, for the establishment of the Hybrid Court for South Sudan. Furthermore, subject to the findings of an ongoing viability study to determine the extent of existing national capacity, UNMISS plans to assist national authorities in establishing a dedicated unit to investigate and prosecute conflict-related crimes committed against vulnerable groups, including women and children. This initiative will help to establish a model for promoting accountability for and protection of vulnerable groups that could be replicated in national courts.

21. The level of gender-based violence, including conflict-related sexual violence, and violations against children, remains of serious concern. Accordingly, UNMISS will invest additional effort in monitoring, verification, analysis and reporting of patterns and trends in conflict-related sexual violence, and enhance the implementation of the monitoring and reporting mechanism on grave violations

against children. The Mission will also enhance patrols and engagement beyond the protection of civilians sites, focusing on preventing sexual and gender-based violence in high-risk areas. UNMISS and United Nations agencies will undertake activities relating to advocacy, mainstreaming, training, capacity-building and raising awareness within and beyond the Mission on conflict-related sexual violence and gender concerns, in order to enhance prevention and better respond to the needs of survivors. The Mission will also continue to provide senior-level engagement and technical support to the parties to the conflict and advocate for the integration of measures for prevention and accountability with regard to such violations in any future peace and reform efforts. Similarly, UNMISS will support parties to the conflict in the implementation of action plans and commitments that the Sudan People's Liberation Army (SPLA) and SPLM/A-IO have signed separately with the United Nations, to halt and prevent grave violations against children, including forced recruitment, and release all children from their ranks without further delay.

Creating the conditions for delivery of humanitarian assistance

22. As at 31 January 2018, there are 4.4 million people displaced, including close to 2.48 million seeking refuge in neighbouring countries. The total number of internally displaced persons has reached 1.9 million, including over 204,000 people taking shelter within the UNMISS protection of civilians sites. An estimated 5.1 million people are currently severely food insecure, although the famine declared in Leer and Mayendit counties has subsided thanks to massive humanitarian intervention. It is anticipated that this dire humanitarian situation will continue during the 2018/19 period, driven by armed conflict, intercommunal violence, economic decline and disease. Against this backdrop, humanitarian actors are likely to encounter continued challenges, including attacks, harassment, intimidation, access constraints and other impediments to the delivery of humanitarian assistance.

23. In this context, UNMISS will continue to contribute, in close coordination with humanitarian actors, to the creation of security conditions conducive to the delivery of humanitarian assistance and to support the immediate, safe and unhindered access of humanitarian workers to populations in need. UNMISS support will include, among other things, the provision of armed escorts, security of humanitarian installations and assets, conduct of landmine and unexploded ordnance surveys and clearance and liaison with the Government to address impediments to the work of humanitarian responders, upon request and within available resources. During the 2018/19 period, the Mission will, in particular, focus on supporting efforts by humanitarian and protection partners to extend service delivery outside UNMISS protection of civilians sites by ensuring that its presence will facilitate the delivery of humanitarian assistance, on the basis of successful experiences in Aburoc in Upper Nile and Yei in Central Equatoria in 2016/17. In this regard, the Mission will actively review its field presence and establish forward/temporary operating bases as needed to ensure an adequate and timely respond to the needs on the ground.

Supporting the implementation of the Peace Agreement

24. In line with the Mission's priority to build durable peace, UNMISS will focus on promoting dialogue, reconciliation and efforts to revitalize the implementation of the Peace Agreement. It will exercise its good offices and utilize the capacities of the United Nations to the fullest extent, with the objective of facilitating sustainable cessation of hostilities on the ground and reinvigorating momentum towards a sustainable political process. Although current efforts by the international and regional communities have not yet produced tangible results, supporting those initiatives, including the ongoing high-level revitalization forum, and continuously engaging with the Intergovernmental Authority on Development (IGAD) and the

African Union, in close coordination with the Special Envoy of the Secretary-General for the Sudan and South Sudan and the Special Representative of the Secretary-General to the African Union, remains a priority. UNMISS will undertake regular and direct engagement with the parties and other relevant stakeholders in the peace process, including the Joint Monitoring and Evaluation Commission, focusing on facilitating dialogue among key stakeholders, in order to encourage the return to a credible political process and the establishment of inclusive governance, in line with the principles agreed to by parties in the Peace Agreement. UNMISS will continue to play its role as convener of international partners of the Joint Monitoring and Evaluation Commission and the "Friends of South Sudan" group, in order to facilitate coherent and coordinated international support and to advocate for full implementation of the Peace Agreement. This will include facilitating common messaging and providing coordinated support for the role of the Joint Monitoring and Evaluation Commission in monitoring progress. The ongoing national dialogue represents an opportunity for the Government to create a more inclusive and permissive environment, in which the people of South Sudan can have a voice and articulate their vision for the future of their country. While the Mission is expected to be involved in the process, its support will be guided by a set of principles of engagement which the United Nations entities in South Sudan have agreed are essential for a genuinely inclusive and credible process.

25. Strengthening mechanisms to settle conflicts peacefully and promoting national cohesion will remain highly important. The Mission's support to transitional institutions will continue to be guided by the criteria of inclusive participation and lasting positive impact on the lives of South Sudan's civilian population and by the adjustments that may be required to accommodate the possible outcomes of the ongoing high-level revitalization forum. In this regard, UNMISS will also continue to participate in and support the operations of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism and provide advisory and technical support for the Joint Integrated Police and the Joint Operations Centre, in strict compliance with the United Nations human rights due diligence policy. Support to the constitutional review and permanent constitution-making process will also continue, followed by preparations for elections, should the necessary political conditions be realized following the conclusion of the high-level revitalization forum consultations. While no significant progress has been achieved in developing a national disarmament, demobilization and reintegration and security sector reform strategy since the Strategic Defence and Security Review Board was established in 2015, it will be critical to support discussions within the high-level revitalization forum and Joint Monitoring and Evaluation Commission on models or options for the reform and restructuring of SPLA in the framework of a broader approach to disarmament, demobilization and reintegration and security sector governance that emphasizes the protection of civilians and promotes stronger institutional controls to ensure public safety and security.

Support

26. During the 2018/19 period, UNMISS will continue to improve resource effectiveness and achieve efficiency gains through further standardization of service delivery and refinement of supply chain management to better support its priorities. The Mission will provide essential support related to the deployment of an increased number of military and police personnel as authorized by the Security Council in its resolutions 2304 (2016), 2327 (2016) and 2406 (2018). The 2018/19 budget proposal reflects increased requirements related to the incumbency and deployment patterns of military and police personnel. The increased requirements also apply to units of the Regional Protection Force that were deployed in the 2017/18 period.

27. While the military and police component continues to expand, the Mission has critically reviewed its civilian staffing component with a view to achieving the desired outputs and providing services. Consequently, the Mission proposes the realignment of some mission support functions; the redeployment or reassignment of 133 posts and positions; the realignment of 34 posts and positions; and further outsourcing of functions related to facilities maintenance. These changes, when implemented, will further enhance effectiveness, improve efficiency and address changes in the workload distribution among the various sections of substantive and mission support functions. As a result of these considerations, the Mission proposes the abolishment of 28 civilian posts, comprising two Field Service posts and 26 national General Service posts. However, owing to the recent success in recruitment, which has increased the number of personnel on board, and other factors such as updated salary levels, the proposed level of civilian personnel requirements reflects a significant increase in the 2018/19 proposed budget, compared with the resources approved for the 2017/18 period.

28. The Mission also diligently reviewed its operational requirements, giving due consideration to budget austerity, the Mission's operational priorities, the effectiveness, efficiency of operations and their relevance to the UNMISS mandate and United Nations-wide initiatives. The proposed budget for the 2018/19 period includes two projects having an estimated cost of $1 million or more: (a) the implementation of the second phase of the multi-year project for the replacement of prefabricated facilities and ablutions with hard-wall accommodation units throughout the Mission ($1.1 million); and (b) the construction of solar farms in Juba and Wau ($2.3 million).

29. As part of its environmental initiative, the Mission plans to implement several projects to reduce its environmental footprint, including: (a) the installation of 47 smart water meters to monitor water consumption in the Mission, as a pilot project for United Nations House; (b) the installation of 30 wastewater treatment plants to promote the reuse of wastewater; (c) the installation of a dual-chamber controlled air incinerator to facilitate the safe disposal of medical waste; (d) the improvement of operations and maintenance of solid waste disposal sites and the construction of hazardous storage yards; (e) the construction of environmentally-friendly concrete platforms, equipped with dwarf walls, oil separators and spill kits, for generator and fuel storage sites to prevent oil leakages and spills; (f) the conduct of awareness-raising activities and formal training initiatives on an environmental management system; (g) the planting of 1,000 indigenous trees; and (h) the engagement of training services certified with ISO 14001, which is the international standard for an effective environmental management system.

C. Regional mission cooperation

30. UNMISS will continue to work closely with IGAD and the African Union to support an inclusive political process in South Sudan, the newly launched IGAD high-level revitalization forum in particular. The Mission will coordinate closely with the Office of the Special Envoy on the Sudan and South Sudan and the United Nations Office to the African Union, based in Addis Ababa, in order to ensure a consistent United Nations approach in South Sudan. UNMISS will maintain its coordination arrangements with other regional mission partners, such as the United Nations Interim Security Force for Abyei (UNISFA), in supporting the Joint Border Verification and Monitoring Mechanism in terms of logistics, security, operations and communications issues and dedicated passenger flights from Entebbe to Wau via Juba. In addition, UNMISS will continue to provide support to UNISFA for its liaison office in Juba, as needed.

31. The Regional Service Centre at Entebbe, Uganda, will continue to provide services to its client missions, including UNMISS, in the areas of benefits and payroll, vendor payments, entitlements and official travel, claims processing (such as education grants and reimbursement for mission-related travel), cashier services, training and conference services, transport and movement control and information technology services.

32. The Mission will continue to use the Regional Procurement Office in Entebbe to streamline procurement services in the Central and Eastern African regions through joint regional acquisition planning, development of the regional procurement strategy, regional vendor management and consolidation of requirements for regional systems contracts. For this purpose, eight posts (1 P-3, 2 Field Service, 3 National Professional Officer and 2 national General Service) will continue to be located in the Regional Procurement Office in Entebbe, under the management of the Procurement Division of the Secretariat in accordance with General Assembly resolution 69/273.

D. Partnerships, country team coordination and integrated missions

33. The Interim Cooperation Framework 2016-2018 of the United Nations country team in South Sudan provides for a cooperation framework between the country team and the Government during the transition period, with a focus on supporting the implementation of the Peace Agreement through limited development and capacity-building activities. This framework also offers an entry point for collaboration between UNMISS and the country team. UNMISS will ensure that its strategic objectives and plans are aligned and complementary with those of the country team, particularly within the context of the development of a follow-up document to the Interim Cooperation Framework which is anticipated to cover the years 2019–2020 and align with the anticipated national development strategy. Collaboration at the operational level with development and humanitarian partners will also continue through joint programming in priority areas. These priority areas include protection of civilians, particularly the protection of women and children; support to safe, voluntary and dignified return of displaced persons; promotion of women's participation and gender equality; support for the implementation of the Peace Agreement, including the operationalization of the Joint Integrated Police; and support for the national dialogue. The Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator/Resident Representative) will continue to facilitate coordination between UNMISS, the United Nations country team, the humanitarian country team and other partners to strengthen cooperation and integration of activities across the country.

E. Results-based-budgeting frameworks

34. In order to facilitate the presentation of proposed changes in human resources, six categories of possible action with respect to staffing have been identified.

Executive direction and management

35. Overall mission direction and management are to be provided by the Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Special Representative of the Secretary-General									
Approved posts 2017/18	1	–	2	2	2	**7**	3	–	**10**
Proposed posts 2018/19	1	–	2	2	2	**7**	3	–	**10**
Net change	–	–	–	–	–	–	–	–	–
Special advisers									
Approved posts 2017/18	–	–	1	–	2	**3**	2	1	**6**
Proposed posts 2018/19	–	–	1	–	2	**3**	2	1	**6**
Net change	–	–	–	–	–	–	–	–	–
Office of the Chief of Staff									
Approved posts 2017/18	–	1	2	2	3	**8**	4	1	**13**
Proposed posts 2018/19	–	1	2	2	3	**8**	4	1	**13**
Net change	–	–	–	–	–	–	–	–	–
Protection of Civilians Unit									
Approved posts 2017/18	–	–	4	1	–	**5**	–	1	**6**
Proposed posts 2018/19	–	–	4	1	–	**5**	–	1	**6**
Net change	–	–	–	–	–	–	–	–	–
Field Support Office									
Approved posts 2017/18	–	–	1	1	1	**3**	1	1	**5**
Proposed posts 2018/19	–	–	1	1	1	**3**	1	1	**5**
Net change	–	–	–	–	–	–	–	–	–
Strategic Planning Unit									
Approved posts 2017/18	–	–	2	1	–	**3**	–	1	**4**
Proposed posts 2018/19	–	–	2	1	–	**3**	–	1	**4**
Net change	–	–	–	–	–	–	–	–	–
Best Practices Unit									
Approved posts 2017/18	–	–	–	1	–	**1**	1	–	**2**
Proposed posts 2018/19	–	–	–	1	–	**1**	1	–	**2**
Net change	–	–	–	–	–	–	–	–	–
Legal Affairs Unit									
Approved posts 2017/18	–	–	3	2	1	**6**	5	2	**13**
Proposed posts 2018/19	–	–	3	2	1	**6**	5	2	**13**
Net change	–	–	–	–	–	–	–	–	–
Conduct and Discipline Team									
Approved posts 2017/18	–	1	3	1	2	**7**	3	2	**12**

	International staff								
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Proposed posts 2018/19	–	1	3	1	2	7	3	2	12
Net change	–	–	–	–	–	–	–	–	–
Office of the Deputy Special Representative of the Secretary-General (Political)									
Approved posts 2017/18	1	–	1	2	2	6	3	–	9
Proposed posts 2018/19	1	–	1	2	2	6	3	–	9
Net change	–	–	–	–	–	–	–	–	–
Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator/Resident Representative)									
Approved posts 2017/18	1	–	2	2	2	7	1	–	8
Proposed posts 2018/19	1	–	2	2	2	7	2	–	9
Net change	–	–	–	–	–	–	1	–	1
Total									
Approved posts 2017/18	3	2	21	15	15	56	23	9	88
Proposed posts 2018/19	3	2	21	15	15	56	24	9	89
Net change	–	–	–	–	–	–	1	–	1

[a] Includes National Professional Officers and national General Service staff.

National staff: increase of 1 post

36. The summary of proposed staffing changes under the Mission's executive direction and management is presented in the following table.

Table 2
Staffing changes: executive direction and management

Office section unit	Type of proposed staffing change	Number of posts and positions	Post and position details	To from
Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator/Resident Representative)	Redeployment	1	National General Service	From Transport Section, component 5
	Total	1		

Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator/Resident Representative)

National staff: increase of 1 post

37. The Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator/Resident Representative) is responsible for supporting the Special Representative of the Secretary-General in achieving the Mission's overall objectives by integrating developmental, humanitarian, mine action, gender, child protection, HIV/AIDS and relief, recovery and protection activities in South Sudan. The Office is responsible for the coordination of developmental assistance and acts as the interlocutor with the

Government in this regard. For the 2018/19 period, the redeployment of one Driver post (national General Service) from the Transport Section is proposed. This proposal responds to the operational needs of the Office by providing a second driver to share in the transporting of officials to meetings and delivery of documents and to ensure the continuity of transport services in the absence of the other driver from the Office. With two drivers, one dedicated to the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator/Resident Representative) and another serving the other staff in the Office, the capacity of the Mission to respond to its stakeholders would be enhanced.

Component 1: protection of civilians

Expected accomplishments	*Indicators of achievement*
1.1 Enhanced protection of civilians through political engagement and processes	1.1.1 Increase in the number of initiatives undertaken by national, state and county-level governments and non-state actors to protect civilians (2016/17: 57; 2017/18: 57; 2018/19: 60)
	1.1.2 Engagement with national and state authorities, communities and civil society to address issues related to the protection of civilians (2016/17: no data; 2017/18: 600 meetings; 2018/19: 600 meetings)

Outputs

- Provision of good offices to support the efforts of the Transitional Government of National Unity at the national level to maintain and execute its responsibility to protect civilians
- Promotion of awareness of the UNMISS mandate and activities for the protection of civilians and the safe and voluntary return of internally displaced persons through the organization of 6 consultative meetings with representatives of the Transitional National Legislative Assembly, including the Speaker, Deputy Speakers, political party whips and members of specialized committees at the national level and subnational levels, and through the conduct of 500 meetings with state and county authorities and security forces, as well as key community and opinion leaders, including women and youth, including in areas of return
- Provision of support for the development of conflict management, reconciliation and social cohesion strategies at community level to protect civilians through 22 meetings with state-level authorities, civil society and community leaders, as well as potential spoilers
- Facilitation of non-violent solutions to tensions and conflicts through the conduct of monthly meetings with representatives of the Transitional Government of National Unity, political parties, Members of Parliament, the offices of the President and Vice-Presidents, relevant ministries, the women's parliamentary caucus and relevant opposition elements
- Promotion and encouragement for the opening of the political space needed to engage in effective political dialogue and full and inclusive participation in national and regional political initiatives through the organization of 6 meetings with national stakeholders, including political party leaders, civil society organizations, faith-based groups and women's groups
- Provision of support to enhance the dialogue space between the Government and different segments of the society, in collaboration with partners, so as to assist the parties in effectively addressing issues of concern, and the development of joint initiatives to protect civilians through 20 advocacy meetings
- Conduct of 10 subnational women's peace forums and 1 national women's peace forum with women in civil society organizations for the global "Open Days on Women and Peace and Security"

- Facilitation of 4 workshops on women's participation in public decision-making and in peace processes according to Security Council resolution 1325 (2000) to target key stakeholders and opinion leaders in the National Legislative Assembly, political parties and civil society organizations
- Promotion of awareness of the importance of the prevention and reporting of conflict-related sexual violence through the conduct of a national campaign, the provision of support for the implementation of the national action plan by SPLA and the South Sudan National Police Service and the provision of support for survivors to report incidents to relevant actors
- Provision of support for relevant institutions and civil society organizations to enhance protection from, and accountability for, incidents of conflict-related sexual violence through meetings of the technical working group, the provision of technical advice and the development of and advocacy for implementation of the national action plan against conflict-related sexual violence by SPLA and the South Sudan National Police Service
- Completion of a viability assessment for establishment of a dedicated unit within the national justice sector to investigate and prosecute conflict-related violence, including conflict-related sexual violence and crimes against children
- Development and implementation of a nationwide communications campaign to raise awareness of the Mission's vision, mandate, objectives and activities to protect civilians through: (a) the production of multimedia stories, including those promoting the activities of UNMISS uniformed elements such as the Regional Protection Force, to be distributed on the United Nations headquarters and UNMISS digital platforms as well as to external media outlets, including 40 audiovisual stories, 80 digital news/feature stories and 10 photography albums (expected accomplishment 1.1); (b) the conceptualization and conduct of 80 presentations on the Mission's mandate for targeted civil society organizations, including but not limited to youth and women's groups and faith-based organizations (expected accomplishment 1.1); (c) UNMISS press engagements, broadcasts of peace partner initiatives and 12 radio programmes on Radio Miraya, as well as digital media coverage through national and local television station partners, on resettlement to foster and support a safer environment for the voluntary return and reintegration of displaced persons, in partnership with relevant entities of the United Nations country team (expected accomplishment 1.1); and (d) the production of multimedia stories promoting the role of UNMISS in building durable peace to be distributed on the United Nations headquarters and UNMISS digital platforms as well as to external media outlets, including 40 audiovisual stories, 80 digital news/feature stories and 10 photography albums (expected accomplishment 1.4)

Expected accomplishments	*Indicators of achievement*
1.2 Improved protection for civilians under threat of physical violence, irrespective of the source of violence, with specific protection for women and children	1.2.1 Reduced number of civilian casualties, incidents and physical threats to civilians in and around UNMISS bases and areas of concentration for internally displaced persons and refugees (2016/17: 2,340; 2017/18: 4,500; 2018/19: 4,000)
	1.2.2 Increased number of mechanisms to support the protection of women, children and youth from conflict-related and gender-based violence (2016/17: 0; 2017/18: 10; 2018/19: 20)
	1.2.3 Survey and clearance of hazardous areas contaminated by landmines and unexploded ordnance in and around UNMISS bases and areas where they may pose a threat to civilians (2016/17: 1,039; 2017/18: 1,500; 2018/19: 1,500)

Outputs

- Maintenance of functioning early warning, analysis and response mechanisms involving all relevant mission components
- Provision of support for the mapping of risks and threats to the civilian population, with special emphasis on women and children, including early warning and response mechanisms, through the conduct of 120 joint UNMISS field missions, with national and international partners, where appropriate, to conflict-affected areas and return sites
- Provision of support to civilians living in conflict-prone or return areas as well as displaced communities at UNMISS protection of civilians sites in order to resolve intercommunal disputes through 10 workshops, with particular emphasis on the participation of women and youth in a dialogue for peace
- 946,080 mobile troop patrol days to protect civilians in areas of concern by deterring all forms of violence, creating conditions conducive to the delivery of humanitarian assistance and for the safe and voluntary return and resettlement of internally displaced persons and refugees, protecting United Nations and other designated personnel and property throughout the mission area, securing fixed/mobile check points and conducting tactical deployments (48 troops per patrol, 54 companies for 365 days)
- 1,820 air patrol hours in support of air reconnaissance and security assessments for the protection of civilians, the creation of conditions conducive to the delivery of humanitarian assistance, the provision of assistance to development actors and the protection of United Nations and other designated personnel and property throughout the mission area (7 hours per day/5 days a week for 52 weeks)
- 4,992 mobile troop patrol days conducted by military liaison officers operating in integrated teams (2 military liaison officers conduct 4 days of patrolling/week for 52 weeks from 10 field offices and 2 field office team sites) to deter all forms of violence against civilians, particularly women and girls, engage with local population, local authorities and uniformed services and collect early warning information with regard to interventions for the protection of civilians and the prevention of sexual and gender-based violence, including conflict-related sexual violence
- 157,680 static troop days to provide security at UNMISS protection of civilians sites (48 troops to protect 9 UNMISS protection of civilians sites and other protective areas for 365 days)
- Implementation of 10 quick-impact projects to mitigate protection concerns in and around the UNMISS protection of civilians sites, to foster peaceful coexistence between internally displaced person communities and host communities and to support operations of the South Sudan National Police Services around the UNMISS protection of civilians sites
- In coordination with humanitarian actors, provision of technical advice and support to facilitate and monitor implementation of action plans at the field level to mitigate protection concerns, especially in and around UNMISS bases and areas of vulnerable populations, including women and children
- Survey and clearance of 1,500 known or suspected hazardous areas and the removal or destruction of 25,000 items of explosive hazards, including landmines, in areas having an impact on UNMISS protection of civilians sites and areas where there is a threat to civilians
- Delivery of emergency mine risk education to 200,000 civilians in order to promote community safety through participant's enhanced ability to recognize, mitigate and report explosive hazards, including small arms and light weapons and small arms ammunition, and awareness-raising through outreach events, such as the International Day for Mine Awareness and Assistance in Mine Action
- Provision of 2 training sessions on improved management of small arms and light weapons at the household level for 10 teams, comprising staff of national organizations, to promote safety and security in local communities

- Provision of 30,000 entry point control and explosive detection searches for small arms ammunition and explosives at key UNMISS locations, including protection of civilians sites, by explosive detection dog teams
- 306,600 United Nations formed police unit person days (10 personnel per patrol, 3 patrols per platoon, 4 platoons per formed police unit, 7 formed police units for 365 days) to patrol, maintain vigilance, conduct gender-sensitive security checks and respond to public order situations within and around UNMISS protection of civilians sites and weapons-free zones
- 98,550 United Nations individual police officer operational days at UNMISS protection of civilians sites and areas of high concentration of displaced persons (15 individual police officers per shift, 3 shifts per day, at 6 sites/concentration points for 365 days) to patrol, maintain a police presence and interact with local communities, including joint patrols with other mission components, to monitor and report on security-related threats and human rights violations
- 19,710 individual Corrections Officer days (6 individual Correction Officers per shift, 3 shifts per day, at 3 holding facilities for 365 days) to provide administrative, security and operational services at the UNMISS holding facilities attached to protection of civilians sites in Juba, Malakal and Bentiu
- Provision of advocacy to national authorities, through regular meetings with the National Prison Service, the judiciary and prosecutors' offices, to ensure that internally displaced persons who committed serious security incidents within UNMISS protection of civilians sites and were handed over to the national authorities by UNMISS are granted due process
- In partnership with relevant actors at UNMISS protection of civilians sites, training for 1,000 community watch group members and leaders, including women, at the sites in Juba, Bor, Bentiu, Malakal and Wau to support crime prevention, community safety and relations and community-led informal mitigation and dispute resolution mechanisms

Expected accomplishments	*Indicators of achievement*
1.3 Secure environment for the safe and voluntary return and reintegration of internally displaced persons and refugees	1.3.1 No increase in the number of internally displaced persons and refugees (2016/17: 3.96 million; 2017/18: 2.5 million; 2018/19: 2.5 million)
	1.3.2 No increase in the threat of landmines and unexploded ordnance, as a result of surveys and clearance to provide a safer environment for the voluntary return and resettlement of internally displaced persons and refugees (2016/17: 9.27 million m^2; 2017/18: 10 million m^2; 2018/19: 10 million m^2)

Outputs

- Organization and conduct of 20 joint field missions to assess conflict environment at possible return sites and 5 workshops on conflict management and confidence-building with communities at return sites to provide support for resolving conflicts between host communities and returnees
- In coordination with the United Nations country team, the humanitarian country team, the Government and other relevant partners, facilitation of the development of 10 action plans to rehabilitate and restore basic infrastructure and public services at return locations as the groundwork for safe and voluntary return and reintegration of internally displaced persons
- Facilitation of 30 consultation sessions for internally displaced persons at UNMISS protection of civilians sites, including women and children, in order to identify concerns about protection and requirements for safe and sustainable return and reintegration

- In coordination with the United Nations country team, the humanitarian country team, the Government and other relevant partners, facilitation of the development of implementation of joint intentions surveys of internally displaced persons at UNMISS protection of civilians sites and populations affected by violence at other locations in order to establish preferred destinations for relocation and reintegration, including the production of 1 related report
- Facilitation of 30 consultation sessions among local authorities, host communities and returning populations to address emerging challenges through the processes of return and reintegration
- Implementation of 14 quick-impact projects to improve basic service infrastructure in areas of return for the eventual safe and voluntary return and reintegration of internally displaced persons and vulnerable populations
- Clearance and survey of 10 million m^2 of land for release to communities in support of freedom of movement and safe and voluntary resettlement
- Provision of support, in line with the human rights due diligence policy, to the confidence- and trust building-policing project of the South Sudan National Police Service in all field offices through the conduct of 20 sensitization seminars/workshops with the National Police Service, community leaders, civil society organizations and women's representatives on community-based policing, human rights, trust-building and conditions conducive for voluntary return or relocation of internally displaced persons

Expected accomplishments	*Indicators of achievement*
1.4 Enhancement of peaceful coexistence, reconciliation and social cohesion at the community level	1.4.1 Decrease in the number of reported intra- and intercommunal conflicts (2016/17: no data; 2017/18: 530; 2018/19: 450)
	1.4.2 Increase in the number of reconciliation initiatives taken at the subnational level (2016/17: no data; 2017/18: 10; 2018/19: 15)
	1.4.3 Increase in the number of local peace agreements (2016/17: no data; 2017/18: 10; 2018/19: 20)

Outputs

- Regular engagement with local stakeholders through the conduct of 120 field assessment missions throughout South Sudan with a view to enhancing the understanding of local conflict dynamics and in support of the provision of assistance and good offices to local peace initiatives
- Provision of support for locally initiated political engagement and reconciliation initiatives between communities through the conduct of 20 advocacy meetings and 10 conflict management workshops to encourage communities and authorities to mitigate intercommunal conflict, cattle raiding, revenge killings and age-set violence
- Promotion of understanding among local stakeholders, including government authorities, community leaders, youth, women, civil society actors and traditional authorities on the roles and responsibilities of the Government and communities at large to prevent, mitigate and resolve local conflicts, including improving civil-military relations, through the delivery of 20 capacity-building workshops in conflict management and mediation
- Provision of support to the Government and communities for peaceful cross-border international and internal migration by preventing, mitigating and resolving conflicts between pastoralists and host communities through the conduct of 20 meetings, 10 missions and 5 workshops in the Jonglei, Northern Bahr el-Ghazal, Lakes, Warrap, Western Bahr el-Ghazal, Upper Nile, Unity and Western Equatoria regions

- Provision of support to Government authorities, traditional conflict management mechanisms, youth, women and communities, including civil society actors, in managing communal conflicts and localized reconciliation initiatives at UNMISS protection of civilians sites and other locations hosting internally displaced persons through 20 conflict-management events
- Provision of support to peace structures, including peace networks, at county and state levels in Boma, for conflict management, peace-building and reconciliation through 10 capacity-building sessions
- Provision of support to enhance capacity of traditional leaders to operationalize local traditional mechanisms for inclusive dialogue and reconciliation through the conduct of 20 meetings and 5 capacity-building workshops
- Provision of support to civil society actors, Government officials, youth and women to promote inclusivity, national identity, good relations and equal opportunities so as to reverse ethnicization and repair the social fabric through 20 advocacy meetings and 11 dialogue forums
- Provision of support to promote social harmony and to advance the concept of a coherent multiethnic and inclusive society through 10 mobile peace education campaigns, exchange visits and the conduct of 9 sports or cultural activities

External factors

The Government takes primary responsibility for the protection of civilians and enables a secure and stable environment to encourage and support the return and resettlement of internally displaced persons. Other enablers include local authorities and institutions and the freedom of movement for UNMISS to conduct patrols. Continued political tensions, delays in the peace process, fighting and an expansion of the humanitarian crisis, particularly food insecurity and malnutrition, will lead to additional civilians seeking protection at UNMISS sites, limited progress in the return and resettlement of internally displaced persons and a reduction in operational space in active conflict areas. Increasing political mobilization, hostile rhetoric and intentions to return to fighting among internally displaced persons within the UNMISS protection of civilians sites put the civilian and impartial nature of the sites at risk.

Table 3
Human resources: component 1, protection of civilians

Category	*Total*
I. Military observers	
Approved 2017/18	**242**
Proposed 2018/19	**242**
Net change	–
II. Military contingents	
Approved 2017/18	**16 758**
Proposed 2018/19	**16 758**
Net change	–
III. United Nations police	
Approved 2017/18	**703**
Proposed 2018/19	**703**
Net change	–
IV. Formed police units	
Approved 2017/18	**1 320**

Category	*Total*
Proposed 2018/19	**1 320**
Net change	–

V. Civilian staff	*International staff*								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Political Affairs Division									
Approved posts 2017/18	–	–	3	2	–	**5**	2	–	**7**
Proposed posts 2018/19	–	–	3	2	–	**5**	2	–	**7**
Net change	–	–	–	–	–	–	–	–	–
Communications and Public Information Division									
Approved posts 2017/18	–	1	3	3	3	**10**	30	8	**48**
Proposed posts 2018/19	–	1	3	3	3	**10**	30	8	**48**
Net change	–	–	–	–	–	–	–	–	–
Relief, Reintegration and Protection Section									
Approved posts 2017/18	–	1	4	8	2	**15**	23	7	**45**
Proposed posts 2018/19	–	1	4	8	2	**15**	23	7	**45**
Net change	–	–	–	–	–	–	–	–	–
Office of the Force Commander									
Approved posts 2017/18	1	2	–	–	2	**5**	2	–	**7**
Proposed posts 2018/19	1	2	–	–	2	**5**	2	–	**7**
Net change	–	–	–	–	–	–	–	–	–
Heads of Field Offices									
Approved posts 2017/18	–	3	7	10	10	**30**	63	16	**109**
Proposed posts 2018/19	–	3	7	10	10	**30**	146	16	**192**
Net change	–	–	–	–	–	–	**83**	–	**83**
Civil Affairs Division									
Approved posts 2017/18	–	1	10	10	1	**22**	20	31	**73**
Proposed posts 2018/19	–	1	10	10	1	**22**	20	31	**73**
Net change	–	–	–	–	–	–	–	–	–
Office of the Police Commissioner									
Approved posts 2017/18	–	2	8	2	3	**15**	2	–	**17**
Proposed posts 2018/19	–	2	8	2	3	**15**	2	–	**17**
Net change	–	–	–	–	–	–	–	–	–
HIV/AIDS Unit									
Approved posts 2017/18	–	–	1	1	1	**3**	4	4	**11**
Proposed posts 2018/19	–	–	1	1	1	**3**	4	4	**11**
Net change	–	–	–	–	–	–	–	–	–

V. Civilian staff	International staff						National staff	United Nations Volunteers	Total
	USG–ASG	D-2–D-1	P-5–P-4	P-3–P-2	Field Service	Subtotal			
Joint Mission Analysis Centre									
Approved posts 2017/18	–	–	2	8	–	**10**	3	2	**15**
Proposed posts 2018/19	–	–	2	8	–	**10**	3	2	**15**
Net change	–	–	–	–	–	–	–	–	–
Approved temporary positions[a] 2017/18	–	–	–	–	–	–	10	–	**10**
Proposed temporary positions[a] 2018/19	–	–	–	–	–	–	10	–	**10**
Net change	–	–	–	–	–	–	–	–	–
Subtotal									
Approved 2017/18	–	–	2	8	–	**10**	13	2	**25**
Proposed 2018/19	–	–	2	8	–	**10**	13	2	**25**
Net change	–	–	–	–	–	–	–	–	–
Gender Affairs Unit									
Approved posts 2017/18	–	–	1	1	–	**2**	1	–	**3**
Proposed posts 2018/19	–	–	1	1	–	**2**	1	–	**3**
Net change	–	–	–	–	–	–	–	–	–
Child Protection Unit									
Approved posts 2017/18	–	–	–	1	–	**1**	1	2	**4**
Proposed posts 2018/19	–	–	–	1	–	**1**	1	2	**4**
Net change	–	–	–	–	–	–	–	–	–
Subtotal, civilian staff									
Approved posts 2017/18	1	10	39	46	22	**118**	151	70	**339**
Proposed posts 2018/19	1	10	39	46	22	**118**	234	70	**422**
Net change	–	–	–	–	–	–	**83**	–	**83**
Approved temporary positions[a] 2017/18	–	–	–	–	–	–	10	–	**10**
Proposed temporary positions[a] 2018/19	–	–	–	–	–	–	10	–	**10**
Net change	–	–	–	–	–	–	–	–	–
Total, civilian staff									
Approved 2017/18	1	10	39	46	22	**118**	161	70	**349**
Proposed 2018/19	1	10	39	46	22	**118**	244	70	**432**
Net change	–	–	–	–	–	–	**83**	–	**83**
Total (I–V)									
Approved 2017/18									**19 372**
Proposed 2018/19									**19 455**
Net change									**83**

[a] Includes National Professional Officers and national General Service staff.

[b] Funded under general temporary assistance.

National staff: increase of 83 posts

38. The summary of proposed staffing changes under component 1, protection of civilians, is presented in the following table.

Table 4
Staffing changes: component 1, protection of civilians

Office/Section/Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Heads of Field Offices	Redeployment	83	National General Service	From the office of the State Administrative Officer-Operations, component 5
	Total	**83**		

Heads of Field Offices

National staff: increase of 83 posts

39. Each of the 10 UNMISS field offices is led by a Head of Field Office, who is appointed by the Special Representative of the Secretary-General and is the highest-ranking United Nations representative at the field level. The Head of Field Office ensures that the implementation of the Mission's mandate in the field is carried out in accordance with the Mission's priorities and in compliance with the strategic and policy guidance from senior management. The Head of Field Office has a front office, which provides substantive, operational and administrative support.

40. For the 2018/19 period, the redeployment of 83 Language Assistant posts (national General Service) from the office of the State Administrative Officer-Operations of the Mission Support Division to the Heads of Field Offices is proposed. The Language Assistant posts were established to provide local-level support in the form of oral interpretation from local languages into English and vice-versa at meetings with senior community leaders, and the translation of documents. The proposed redeployment is anticipated to achieve better coordination under the managerial guidance of the Head of Field Office, who ensures the overall coherence of mandate implementation in the field.

Joint Mission Analysis Centre

41. The Mission proposes the retention of 10 Associate Information Analyst positions at the National Professional Officer level, which are funded under general temporary assistance. These positions, which are located in each field office, have enhanced the Mission's situational awareness and early warning capabilities. The information provided by these positions has been proven to be useful and effective in ensuring a better understanding of the local population and their related issues. Without the capabilities provided by these positions, the Mission may potentially lose opportunities in establishing accurate analyses on the developments on the ground, and subsequently have less early warning capabilities.

Component 2: monitoring, reporting and investigating human rights

Expected accomplishments	*Indicators of achievement*
2.1 Conducive environment created for combating impunity for abuses and violations of human rights and international humanitarian law by all parties to the conflict	2.1.1 Number of confirmed abuses and violations of human rights and international humanitarian law, including those that may amount to war crimes and crimes against humanity (2016/17: 489; 2017/18: 505; 2018/19: 520)
	2.1.2 Monitoring, investigation, verification and reporting on the use of cluster munitions and other conventional weapons deemed to have indiscriminate effects in violation of international law and related treaties (2016/17: Not applicable; 2017/18: 100 per cent; 2018/19: 100 per cent)

Outputs

- Continuous monitoring, investigation and verification of reports of human rights violations and international humanitarian law, with a particular focus on gross violations, violations against children, sexual and gender-based violence and conflict-related sexual violence, incidents of hate speech and incitement to violence, and the publication of 3 public reports on the human rights situation in South Sudan
- Identification of human rights violations and contribution to the Mission's early warning and early response mechanism for identifying, preventing and responding to human rights violations, including hate speech, incitement to violence and violations affecting particular ethnic groups, through the conduct of weekly monitoring activities across states
- Provision of support for civil society actors, particularly women's groups, youth groups, religious leaders, traditional justice actors, human rights defenders and journalists, to foster and promote a human rights culture through the conduct of 20 training sessions for various stakeholders in human rights monitoring and investigation to ensure that the rights of vulnerable groups, including women, are protected against abuse and violence, including sexual and gender-based violence and conflict-related sexual violence
- Conduct of integrated field missions and patrols (long and short duration) in areas that are vulnerable to violence to monitor and report on the situation and contribute to early warning and prevention of human rights violations, including sexual and gender-based violence and conflict-related sexual violence
- Monitoring and assessment of detention centres on a weekly basis in all states through visits to police stations, prisons, and other detention facilities, as well as holding facilities at UNMISS protection of civilians sites, including visits to individuals handed over to national authorities by UNMISS, to ensure compliance with international human rights standards, and the organization of 5 consultative meetings and 20 workshops for relevant national stakeholders, including women's representatives, on the rights of arrested and detained persons
- Monitoring of transitional justice processes and accountability measures taken by Government actors and armed forces through continuous provision of technical assistance, advice and support to the judiciary and other rule of law institutions; reporting and provision of recommendations and the organization of sensitization activities, including 11 workshops, on international, regional and national justice mechanisms and the administration of justice for relevant national stakeholders and civil society in order to promote compliance with international standards of due process, transparency and independence; and the organization and conduct of 10 sensitization activities aimed at promoting a conducive environment for the implementation of transitional justice processes

- Organization of 20 workshops with community leaders, youth and women's groups at existing UNMISS protection of civilians sites and in other areas where internally displaced persons are concentrated to advocate for human rights protection and promotion and 20 workshops with community leaders and faith-based organizations to advocate for and promote a human rights-based culture and peaceful coexistence beyond the protection of civilians sites

- Organization of 10 awareness and sensitization activities for civil society organizations and relevant stakeholders, with the aim of creating an environment conducive to democratic and credible elections, and the implementation of 2 training activities to strengthen the capacity of the South Sudan Human Rights Commission and national non-governmental organizations to monitor the national elections process

- Organization and conduct of a multimedia awareness-raising campaign in 10 regions through UNMISS field offices to mark International Human Rights Day and the "16 Days of Activism against Gender-Based Violence" campaign

- Promotion of the UNMISS mandate, and the Mission's impartiality, work, achievements and success stories related to monitoring, verification and reporting on human rights through the production of multimedia and print products, including regular monthly radio programming and videos

- Organization and conduct of 3 press conferences, 6 radio programmes and social media platforms to publicize reports from UNMISS and the Office of the United Nations High Commissioner for Human Rights on the human rights situation in South Sudan, in addition to other media awareness workshops, as well as quarterly press conferences

- Provision of advocacy and support to the Government as a party to the Convention on Cluster Munitions and other relevant instruments governing explosive weapons to monitor, investigate, verify and report on suspected cluster strikes and the utilization of other conventional weapons in violation of international law and treaties

- Provision of advocacy for and monitoring of adherence to the rule of law and international human rights standards by the South Sudan National Police Service and other actors associated with the administration of justice in all states through monthly planning and coordination meetings and daily engagement on prolonged/arbitrary detentions and violence against women, children and other vulnerable groups, including sensitization of the South Sudanese National Police Service and National Prison Service on human rights, international humanitarian law and professional ethics, in strict compliance with the United Nations human rights due diligence policy

- Conduct of public information campaigns targeting civil society organizations and the general public on combating impunity for abuses and violations of human rights: (a) public service announcements and 40 human rights-focused programmes broadcast on Radio Miraya; (b) distribution of promotional outreach materials; (c) organization of 2 specific outreach and advocacy campaigns targeting women and youth associations, in collaboration with the United Nations country team and/or other relevant actors; (d) implementation of 6 sensitization and social mobilization activities for vulnerable groups in identified areas to promote a culture of peace and raise awareness of the protection of civilians mandate, including regarding sexual and gender-based violence, as well as promotion of the Mission's impartiality, activities and achievements related to monitoring, verification and reporting on human rights, particularly regarding sexual and gender-based violence, through the production of multimedia communications content, including 18 digital news/feature stories, 12 audiovisual stories and 5 photography albums; and (e) provision of two outreach events to raise awareness of the Day of the African Child and Universal Children's Day, highlighting the need for combating impunity for abuses and violations of human rights and international humanitarian law

- Provision of technical support for the development and implementation of a training curriculum for 500 officers of the National Prison Service of South Sudan reflecting international standards for the humane treatment of prisoners

- Provision of technical support for legal reforms aimed at reducing the number of persons in prolonged and arbitrary detention in national prisons, including through alternatives to detention

Expected accomplishments	*Indicators of achievement*
2.2 Strengthened monitoring, investigation, verification and reporting on abuses and violations committed against women, including conflict-related sexual violence	2.2.1 No increase in the confirmed number of violations and abuses committed against women, including sexual and gender-based violence (2016/17: 312; 2017/18: 200; 2018/19: 200)
	2.2.2 Increase in the number of reports on conflict-related sexual and gender-based violence in South Sudan by relevant United Nations and non-United Nations actors, including international and national non-governmental and civil society organizations (2016/17: 9; 2017/18: 9; 2018/19: 10)

Outputs

- Implementation of the monitoring, analysis and reporting arrangements at the national and state level as a reporting mechanism to detect, prevent and respond to conflict-related sexual violence, including the organization and conduct of 3 training sessions for members of the mechanism to enhance the sharing of accurate information on conflict-related sexual violence incidents; 10 meetings of the working group of the mechanism; and the development and dissemination of 4 quarterly reports to United Nations Headquarters on patterns, trends and responses to conflict-related sexual violence and 1 report on the implementation of the National Action Plan
- Organization and conduct of 6 meetings with representatives of the parties to the conflict to monitor and support the implementation of the joint communiqué on addressing conflict-related sexual violence
- Development of guidelines, in collaboration with relevant United Nations country team actors, to enhance national and state-level capacity to effectively investigate, prevent and respond to conflict-related sexual violence and support victims' rights to justice, reparation and compensation for conflict-related sexual violence incidents
- In line with Security Council resolution 1960 (2010) on violence against women and children in situations of armed conflict, organization and conduct of 4 meetings of the Joint Consultation Forum to improve coordination among actors for advocacy and response in addressing conflict-related sexual violence
- Preparation of 4 quarterly reports on trends of conflict-related sexual violence and 1 activity report based on the joint communiqué and the action plan of SPLA and the South Sudan National Police Service on conflict-related sexual violence in South Sudan
- Organization and conduct of 12 awareness-raising events, including 8 workshops in each region to celebrate the 16 days of activism, in coordination with relevant civil society organizations, to promote prevention of conflict-related sexual violence
- In collaboration with relevant national institutions and civil society organizations, provision of technical support for the implementation across the country of a state-owned national action plan for the prevention of and response to conflict-related sexual violence, for adoption by the Council of Ministers
- Promotion of the prevention of sexual and gender-based violence and violence against children at UNMISS protection of civilians sites and all states in South Sudan through the conduct of 10 community workshops and 4 Radio Miraya broadcasts
- Provision of support for the establishment of a dedicated unit within the national justice sector to investigate and prosecute conflict-related violence, including conflict-related sexual violence and crimes against children, through the conduct of a complete viability assessment

Expected accomplishments	*Indicators of achievement*
2.3 Improved prevention measures and creation of a protective environment by key actors for children affected by armed conflict, violence, abuse and exploitation	2.3.1 No increase in the number of reported incidents of grave violations against children, such as children associated with armed forces and groups, sexual violence and abuse, attacks in schools and hospitals, abductions and the denial of humanitarian assistance (2016/17: 1,063; 2017/18: 1,000; 2018/19: 1,000)
	2.3.2 Clear functional actions undertaken towards partial or full implementation of the recommitment agreement of the revised action plan of the Sudan People's Liberation Army to halt the recruitment and use of children and a commitment by SPLM/A-IO to end grave violations against children

Outputs

- Monitoring, investigation and verification of grave violations committed against children by armed forces and groups and reporting of such violations to the Security Council Working Group on Children and Armed Conflict, as required under Security Council resolution 1612 (2005), and to the Office of the Special Representative of the Secretary-General on Children and Armed Conflict, including through annual inputs for the report of the Secretary-General on the situation of children in armed conflict
- Production of quarterly reports on trends of violations of child rights ("global horizontal" notes) in South Sudan (4 such notes expected every year)
- Coordination of child protection activities through the organization of 3 senior-level meetings of the country task force of the monitoring and reporting mechanism on grave violations against children in situations of armed conflict and 6 meetings of the technical working group of the mechanism with child protection stakeholders in Juba
- Provision of 4 workshops and 1 sensitization session for national and local child protection actors/partners and civil society organizations in Juba to strengthen the monitoring, verification, analysis and reporting mechanism for grave violations and abuses committed against children, and 19 training sessions at field office level on child protection issues and grave violations against children for the SPLA, SPLM/A-IO, state and local authorities and civil society organizations
- Provision of support to the National Disarmament, Demobilization and Reintegration Commission and other stakeholders to identify, screen, register and release children associated with SPLA, SPLM/A-IO and associated armed groups
- Provision of support for the development of a plan of action for government entities and other stakeholders for the reintegration of child soldiers, including family tracing, reunification and community reintegration activities
- Provision of support for and monitoring of the implementation of the mechanism of the existing military command orders of SPLA and of punitive orders prohibiting and criminalizing the recruitment and use of children, rape and sexual violence, attacks and occupation/use of schools and hospitals by the armed forces and armed groups in order to increase accountability and fight impunity
- Provision of technical support to the Ministry of Justice for the development of a manual on investigation and prosecution of cases of sexual violence against children and other vulnerable groups
- Provision of technical support for the development and implementation of juvenile rehabilitation services within the National Prison Service of South Sudan, including for juveniles vulnerable to inclusion in the conflict

External factors

Parties to the conflict fully engage with implementation of the Peace Agreement; the new political dispensation is accepted by the all stakeholders to the peace process; SPLA/Ministry of Defence and Veter[illegible] Affairs and SPLM/A-IO fully commit to releasing all children associated with the armed forces and armed groups, including the implementation of a plan of action and unhindered access to cantonment areas and barracks granted by SPLA and SPLM/A-IO during the process of identification, verification, screening and registration of child soldiers

Table 5
Human resources: component 2, monitoring, reporting and investigating human rights

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Human Rights Division									
Approved posts 2017/18	–	1	18	22	2	**43**	32	29	**104**
Proposed posts 2018/19	–	1	18	22	2	**43**	32	29	**104**
Net change	–	–	–	–	–	–	–	–	–
Child Protection Unit									
Approved posts 2017/18	–	–	3	6	1	**10**	11	7	**28**
Proposed posts 2018/19	–	–	3	6	1	**10**	11	7	**28**
Net change	–	–	–	–	–	–	–	–	–
Gender Affairs Unit									
Approved posts 2017/18	–	–	2	2	1	**5**	8	2	**15**
Proposed posts 2018/19	–	–	2	2	1	**5**	8	2	**15**
Net change	–	–	–	–	–	–	–	–	–
Communications and Public Information Division									
Approved posts 2017/18	–	–	2	2	3	7	25	4	**36**
Proposed posts 2018/19	–	–	2	2	3	7	25	4	**36**
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved 2017/18	–	1	25	32	7	**65**	76	42	**183**
Proposed 2018/19	–	1	25	32	7	**65**	76	42	**183**
Net change	–	–	–	–	–	–	–	–	–

[a] Includes National Professional Officers and national General Service staff.

Component 3: creating conditions conducive to the delivery of humanitarian assistance

Expected accomplishments	*Indicators of achievement*
3.1 A safe and secure environment to facilitate humanitarian access	3.1.1 No increase in the number of incidents in which humanitarian workers are prevented from accessing affected areas owing to insecurity (2016/17: 1,019, 2017/18: 1,000, 2018/19: 1,000)
	3.1.2 Kilometres of route verification, clearance operations or convoy escort/route-proving conducted on priority routes and locations prioritized by UNMISS and humanitarian actors to mitigate threats from landmines and unexploded ordnance and permit freedom of movement for United Nations and humanitarian actors (2016/17: 336 km; 2017/18: 2,000 km, 2018/19: 1,500 km)

Outputs

- Implementation of action plans at the field level to enhance access for humanitarian actors through the provision of a safe and secure environment, including in and around UNMISS protection of civilians sites
- Verification and clearance of routes and 750 villages/towns at locations prioritized by UNMISS and humanitarian actors, as well as of all helicopter landing sites and airstrips, within 72 hours of tasking by UNMISS; and provision of convoy escorts/route-proving for safer freedom of movement for UNMISS and humanitarian actors
- 7,280 mobile troop-days conducted by the Riverine Unit to facilitate access to protection of civilians sites along the White Nile by both United Nations and other humanitarian agencies (2 sites x 35 troops per day x 2 patrols/week for 52 weeks)
- Contribution towards situational awareness of the conflict environment from a local perspective for national and international humanitarian organizations through situational briefings, as requested
- Conduct of a multimedia campaign to: (a) raise awareness of the importance of a safe and secure environment to facilitate humanitarian access through the production of multimedia communications content, including 50 digital news/feature stories, 20 audiovisual stories and 6 multimedia albums, for distribution on United Nations headquarters and UNMISS platforms as well as to external media, and through outreach events (expected accomplishment 3.1); and (b) promote the Mission's mandate, with a particular focus on its impartiality, work, and achievements related to the facilitation of the delivery of humanitarian assistance, through the production of multimedia communications content, face-to-face communications, press conferences and the use of grassroots comedians, musicians and cartoonists, with specific events taking place at UNMISS protection of civilians sites; and through a weekly radio programme focused on humanitarian activities in collaboration with non-governmental organization partners (expected accomplishment 3.1)

Expected accomplishments	*Indicators of achievement*
3.2 Improved security and freedom of movement for United Nations and designated personnel, assets and installations	3.2.1 No increase in the number of security incidents involving United Nations and designated personnel, assets and installations in and around UNMISS protection of civilians sites (2016/17: 430; 2017/18: 550; 2018/19: 550)

	3.2.2 No increase in the number of violations of the Status-of-Forces Agreement as it pertains to UNMISS, its personnel, assets and installations throughout South Sudan (2016/17: 230, 2017/18: 230; 2018/19: 230)
	3.2.3 Increase in the number of United Nations and humanitarian personnel receiving awareness training on landmines/explosive remnants of war as part of training on safe and secure approaches in field environments, Military Liaison Officer induction training courses and ad hoc requests by mission components and humanitarian partners (2016/17: 2,168; 2017/18: 2,000, 2018/19: 2,200)

Outputs

- Regular engagement with relevant authorities of the Government of South Sudan, both at the national and local levels, regarding the UNMISS mandate and violations of the Status-of-Forces Agreement, including any restrictions on the freedom of movement of UNMISS personnel, impacting the mandate of UNMISS, in order to achieve increased adherence to the provisions of the Status-of-Forces Agreement
- Organization of 10 sensitization workshops or events, with the participation of Government representatives, targeting key stakeholders, including officials from justice and security institutions, to increase understanding of the United Nations and to promote the respect of the Status-of-Forces Agreement, the Convention on the Privileges and Immunities of the United Nations and other relevant international conventions
- Provision of awareness training on landmine and explosive remnants of war to 2,200 United Nations and humanitarian personnel to increase their knowledge of threats and how to operate in a contaminated environment
- Dissemination of mine action information and guidance to stakeholders on a monthly basis and provision of targeted maps or information in response to specific requests
- 840,960 static troop days to provide security at all UNMISS bases and sites (72 troops/day x 32 locations (including 16 battalion headquarters, 10 field offices, 2 company operating bases, 2 field office team sites and 2 temporary operating bases) x 365 days)
- Provision of advocacy and daily liaison with the relevant national authorities, including immigration officers and airport security actors, on the freedom of movement of United Nations staff, including violations of the Status-of-Forces Agreement

External factors

Continued respect by internally displaced persons for the civilian and impartial nature of protection of civilians sites; impact of the economic situation on security in and around protection sites; engagement of the South Sudan National Police Service in policing areas near protection sites; full commitment from governmental authorities, military actors and armed groups to respect the Status-of-Forces Agreement, freedom of movement and the inviolability of UNMISS protection of civilians sites; and agreement of local authorities on the implementation of quick-impact projects

Table 6
Human resources: component 3, creating conditions conducive to the delivery of humanitarian assistance

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Civil Affairs Division									
Approved posts 2017/18	–	–	2	6	–	**8**	5	5	**18**
Proposed posts 2018/19	–	–	2	6	–	**8**	5	5	**18**
Net change	–	–	–	–	–	–	–	–	–
Relief, Reintegration and Protection Section									
Approved posts 2017/18	–	–	2	4	1	**7**	11	5	**23**
Proposed posts 2018/19	–	–	2	4	1	**7**	11	5	**23**
Net change	–	–	–	–	–	–	–	–	–
Communications and Public Information Division									
Approved posts 2017/18	–	–	1	1	1	**3**	9	2	**14**
Proposed posts 2018/19	–	–	1	1	1	**3**	9	2	**14**
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved 2017/18	–	–	5	11	2	**18**	25	12	**55**
Proposed 2018/19	–	–	5	11	2	**18**	25	12	**55**
Net change	–	–	–	–	–	–	–	–	–

[a] Includes National Professional Officers and national General Service staff.

Component 4: supporting the implementation of the Peace Agreement

Expected accomplishments	*Indicators of achievement*
4.1 Institutions established by the Agreement to monitor and coordinate its implementation are supported and effectively functioning	4.1.1 Joint Monitoring and Evaluation Commission meetings are held regularly, with the participation of all parties, to oversee the implementation of the Peace Agreement (2016/17: 7; 2017/18: 7, 2018/19: 12)
	4.1.2 All 16 monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism are operational and respond swiftly to complaints of ceasefire violations and conduct regular monitoring of cantonment sites
	4.1.3 The national Joint Operations Centre in Juba is fully functioning, in line with the Peace Agreement

Outputs

- Provision of good offices in support of the oversight by the Joint Monitoring and Evaluation Commission of the implementation of the Peace Agreement through participation in 12 meetings of the Joint Monitoring and Evaluation Commission

- Promotion of common and coherent support from the international community for the work of the Joint Monitoring and Evaluation Commission and implementation of the Peace Agreement through the conduct of 14 preparatory meetings with international and regional partners prior to the Joint Monitoring and Evaluation Commission meetings, 12 diplomatic forums with the diplomatic corps and regular meetings with the African Union liaison office in South Sudan

- Provision of advice through consultations with the Transitional Government of National Unity, on an as needed basis, including the provision of good offices to the parties for the resolution of contentious issues, and provision of support for the formulation of national policies based on transparent, participatory and accountable decision-making, including the participation of women at all levels of governance

- Provision of good offices to facilitate effective and continuous engagement and coordination among regional entities and other partners through regular engagement with those partners in support of ensuring sustainable and inclusive peace processes and governance

- Organization and conduct of 6 meetings with political parties and national civil society, including representatives of women's groups, to promote the opening of the political space and participation of a broad range of political and civil society actors in political processes, as well as monthly meetings with South Sudanese stakeholders, comprising civil society organizations, faith-based groups, representatives of the disabled, youth groups, women's organizations and academia, to discuss key issues and to encourage and support full and inclusive dialogue and engagement in political processes

- Provision of support to the Ceasefire and Transitional Security Arrangements Monitoring Mechanism, including operational support to monitoring and verification teams, through daily liaison with the Mechanism to coordinate operations and 2 coordination meetings per month to address issues pertaining to support for the Mechanism

- 92,160 mobile troop days conducted in integrated teams in support of 16 monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism monitoring the ceasefire and transitional security arrangements (24 soldiers x 16 teams for 20 patrol days each month)

- Provision of support, including housing, administrative and logistic support, for monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism

- Conduct of monthly advocacy and outreach and multimedia campaigns in support of: (a) peace dialogue among local authorities, community leaders and representatives of civil society, including women's organizations, in support of the peace process through the production of multimedia communications content including 80 digital news/feature stories, 40 audiovisual stories and 10 multimedia albums, for distribution across United Nations headquarters and UNMISS digital platforms as well as to external media outlets, and through the broadcast of monthly radio programmes, regular public service announcement production, along with the production of promotional outreach materials (expected accomplishment 4.1); and (b) organization by the Joint Monitoring and Evaluation Commission and peace partners, through broadcasts on Radio Miraya of 10 panel discussions/symposiums to provide a two-way communication channel on the implementation of the Peace Agreement; and production of 40 live interactive radio programmes focused on peace and conflict mitigation (expected accomplishment 4.1)

- Organization of three major public events promoting peace and reconciliation within the country, including a peace concert, a theatre performance and a sporting event, reaching out to a wider audience and raising awareness of the Peace Agreement nationwide

- Provision of support for the establishment of agreed transitional security arrangements, including the operationalization of the national Joint Operations Centre in Juba, including through provision of liaison support

Expected accomplishments	*Indicators of achievement*
4.2 Institutionalize the Peace Agreement in the interim and permanent constitutions and complete amendment/drafting of legislation in support of the wider reform agenda in accordance with the Peace Agreement	4.2.1 Adoption of a new permanent constitution by the Transitional Government of National Unity through an inclusive and participatory constitution-making process 4.2.2 Strengthened popular participation in constitutional review processes through participation of key stakeholders in consultation processes, including civic education and public enlightenment forums

Outputs

- Provision of advice, technical assistance and support to the Transitional Government of National Unity, as required, in the process of identification, review and drafting of key legislation in line with legislative and constitutional reforms proposed in the Peace Agreement
- Provision of good offices, advice and support on the establishment and proper functioning of the National Constitutional Review Commission through weekly meetings with representatives of the Transitional Government of National Unity
- Provision of advice, technical assistance and support to the National Constitutional Review Commission on the finalization of a permanent constitution, including mainstreaming gender
- Coordination of international support for the constitutional review process to ensure coherence and consistency in the delivery of assistance through the senior-level consultative forum and a technical consultative group
- Organization of three workshops with members of the National Constitutional Review Commission to promote and encourage the adoption of internationally accepted standards and best practices in the permanent constitution drafting process
- Organization of three round-table forums with selected target groups of South Sudanese stakeholders, including political parties, civil society organizations, women's groups and youth groups, to raise awareness of key issues informing the public consultation process for the drafting of a permanent constitution and to encourage empowered representation and participation in the process on a widespread basis

Expected accomplishments	*Indicators of achievement*
4.3 Elections held in accordance with international standards following the transitional period	4.3.1 The National Elections Commission is fully functional, including state and county-level structures, and preparations for elections are making progress according to the timetable agreed upon by all stakeholders 4.3.2 Progress towards the creation of an environment that encourages the organization of free, fair, credible, inclusive and transparent elections

Outputs

- Organization of monthly meetings with political parties to promote effective and sustained participation in political and electoral processes, to provide advice to ensure their continued engagement in the political transition process and to encourage transparency and tolerance, including respect for and protection of fundamental freedoms and political space

- Provision of support to ensure engagement at the national and subnational levels with key political, civil society and community stakeholders to promote inclusivity and to foster increased representation and participation of women and youth in the electoral process through meetings with representatives of political parties, state authorities and civil society organizations
- Organization of meetings with female politicians and related platforms to encourage the development and implementation of an action plan to advance women's political involvement and participation
- Organization of weekly meetings with the Board of Commissioners of the National Elections Commission and its technical divisions to provide support and advice on issues related to the implementation of the electoral calendar
- Provision of good offices through political engagement and advocacy to local authorities, the National Elections Commission, political parties and other actors to mitigate the risk of election-related violence

Expected accomplishments	*Indicators of achievement*
4.4 A safe and secure environment through comprehensive addressing of justice and security sector reform and disarmament, demobilization and reintegration issues by the Transitional Government of National Unity	4.4.1 Re-establishment of the transitional security sector institutions in the Peace Agreement and development of a road map for prioritized reforms in the rule of law and security sector during the transition period

Outputs

- Provision of good offices to encourage and support political agreement on justice and security sector reforms, including disarmament, demobilization and reintegration and security sector reform, through regular engagement with the Transitional Government of National Unity, the Joint Monitoring and Evaluation Commission and corresponding transitional security institutions
- Development of a comprehensive situation analysis and mapping of the status of the rule of law sector in South Sudan (including stakeholder mapping), with a view to provide technical and strategic advice to the Transitional Government of National Unity, the Joint Monitoring and Evaluation Commission and corresponding transitional security institutions
- Provision of technical advice and support for the implementation of the revised transitional security arrangements proposals, as directed by the Security Council in resolution 2406 (2018) and preceding resolutions

Expected accomplishments	*Indicators of achievement*
4.5 The inclusive Joint Integrated Police is operational and providing security in Juba, Bentiu, Bor and Malakal, in accordance with the Peace Agreement	4.5.1 Approval and implementation of all key strategic and operational documents for the inclusive Joint Integrated Police 4.5.2 Number of officers of the Joint Integrated Police who have received training are deployed and operational, under a functional command structure and linked with the wider criminal justice system (2016/17: 917; 2017/18: 2,000, 2018/19: 2,400)

Outputs

- Provision of technical support, in line with the human rights due diligence policy, for the development and implementation of strategic and operational frameworks for the Joint Integrated Police through monthly coordination meetings, as well as delivery of training on protection of civilians, basic human rights, community policing and police professional ethics for 2,400 officers of the Joint Integrated Police

- Provision of daily advice and oversight for inclusive Joint Integrated Police operations through integrated capacity to ensure alignment with national legal frameworks and international standards in Juba, Bentiu, Bor and Malakal

External factors

Continued engagement of the signatories with the institutions and mechanisms of the Peace Agreement and timelines for their implementation; political environment remains sufficiently open for discussion of key issues in inclusive forums; military actors and armed groups respect the freedom of movement of UNMISS personnel and the monitoring and verification teams of the Ceasefire and Transitional Security Arrangements Monitoring Mechanism; monitoring and verification teams are sufficiently resourced to carry out monitoring; the National Constitutional Review Commission and mechanisms required for the preparation of the elections are established and appropriately resourced; the inclusive Joint Integrated Police is sufficiently resourced to be able to deploy at field locations; the inclusive Joint Integrated Police is politically supported by the authorities and security institutions at the local level

Table 7
Human resources: component 4, supporting the implementation of the Peace Agreement

Category									*Total*
I. Government-provided personnel									
Approved 2017/18									78
Proposed 2018/19									78
Net change									–
	International staff								
II. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff[a]*	*United Nations Volunteers*	***Total***
Joint Operations Centre									
Approved posts 2017/18	–	–	2	5	1	**8**	–	4	**12**
Proposed posts 2018/19	–	–	2	5	1	**8**	–	4	**12**
Net change	–	–	–	–	–	–	–	–	–
Political Affairs Division									
Approved posts 2017/18	–	1	5	5	2	**13**	5	–	**18**
Proposed posts 2018/19	–	1	5	5	2	**13**	5	–	**18**
Net change	–	–	–	–	–	–	–	–	–
Civil Affairs Division									
Approved posts 2017/18	–	–	1	1	–	**2**	6	4	**12**
Proposed posts 2018/19	–	–	1	1	–	**2**	6	4	**12**
Net change	–	–	–	–	–	–	–	–	–
Communications and Public Information Division									
Approved posts 2017/18	–	–	–	–	1	**1**	4	1	**6**
Proposed posts 2018/19	–	–	–	–	1	**1**	4	1	**6**
Net change	–	–	–	–	–	–	–	–	–
Rule of Law Advisory Unit									
Approved posts 2017/18	–	1	9	2	1	**13**	1	2	**16**

II Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Proposed posts 2018/19	–	1	9	2	1	**13**	1	2	**16**
Net change	–	–	–	–	–	–	–	–	–
Total, civilian staff									
Approved 2017/18	–	2	17	13	5	**37**	16	11	**64**
Proposed 2018/19	–	2	17	13	5	**37**	16	11	**64**
Net change	–	–	–	–	–	–	–	–	–
Total (I–II)									
Approved 2017/18									**142**
Proposed 2018/19									**142**
Net change									–

[a] Includes National Professional Officers and national General Service staff.

Component 5: support

Expected accomplishments	*Indicators of achievement*
5.1 Rapid, effective, efficient and responsible support services for the Mission	5.1.1 Percentage of approved flight hours utilized (excluding search and rescue, medical evacuation and casualty evacuation) (2016/17: 83 per cent; 2017/18: ≥90 per cent; 2018/19: ≥90 per cent)
	5.1.2 Cancelled prior-year budget obligations as a percentage of prior-period obligations carried forward (2016/17: 3.6 per cent; 2017/18: ≤5 per cent; 2018/19: ≤5 per cent)
	5.1.3 Average annual percentage of authorized international posts vacant (2016/17: 13 per cent; 2017/18: 15 per cent ± 3 per cent; 2018/19: 8 per cent ± 1 per cent)
	5.1.4 Average annual percentage of female international civilian staff (2016/17: 26 per cent; 2017/18: ≥31 per cent; 2018/19: ≥ 33 per cent)
	5.1.5 Average number of working days for roster recruitments, from closing of the job opening to candidate selection, for all international candidate selections (2016/17: 43; 2017/18: ≤48; 2018/19: ≤48)
	5.1.6 Average number of working days for post specific recruitments, from closing of the job opening to candidate selection, for all international candidate selections (2016/17: 276; 2017/18: ≤130; 2018/19: ≤130)
	5.1.7 Overall score on the Department of Field Support environmental management scorecard (2016/17: not applicable; 2017/18: 100; 2018/19: 100)

5.1.8 Percentage of all information and communications technology incidents resolved within the established targets for high medium and low criticality (2016/17: not applicable; 2017/18: ≥85 per cent; 2018/19: ≥85 per cent)

5.1.9 Compliance with the field occupational safety risk management policy (2016/17: 75 per cent; 2017/18: 100 per cent; 2018/19: 100 per cent)

5.1.10 Overall score on the Department of Field Support property management index (2016/17: 1,999; 2017/18: ≥ 1,800; 2018/19: ≥ 1,800)

5.1.11 Percentage of contingent personnel in standard-compliant United Nations accommodation at 30 June, in accordance with memorandums of understanding (2016/17: 100 per cent; 2017/18: 100 per cent; 2018/19: 100 per cent)

5.1.12 Compliance of vendors with United Nations rations standards for delivery, quality and stock management (2016/17: 95 per cent; 2017/18: ≥ 95 per cent; 2018/19: ≥95 per cent)

Outputs

Service improvements

- Implementation of the mission-wide environmental action plan, in line with the Department of Field Support environment strategy
- Support to the implementation of the Department of Field Support supply chain management strategy and blueprint

Aviation services

- Operation and maintenance of a total of 30 aircraft (8 fixed-wing, 22 rotary-wing)
- Provision of a total of 22,932 planned flight hours (16,592 from commercial providers, 6,340 from military providers) for all services, including passenger, cargo, patrols and observation, search and rescue, casualty evacuation and medical evacuation
- Oversight of aviation safety standards for 30 aircraft and 15 airfields and 16 helicopter landing sites

Budget, finance and reporting services

- Provision of budget, finance, and accounting services for a budget of $1,154.7 million, in line with delegated authority

Civilian personnel services

- Provision of human resource services to a maximum strength of 2,831 authorized civilian personnel (919 international staff, 1,428 national staff, 42 temporary positions and 442 United Nations Volunteers), including support for claims, entitlements and benefits processing, recruitment, post management, budget preparation and staff performance management in line with delegated authority

Facility, infrastructure and engineering services

- Maintenance and repair services for a total of 19 mission sites

- Implementation of 17 construction, renovation and alteration projects, including construction or maintenance of 575 kilometres of road, 10 airfields and 7.2 kilometres of internal camp roads
- Operation and maintenance of 429 United Nations-owned generators and 2 solar power farms in Juba and Wau
- Operation and maintenance of United Nations-owned water supply and treatment facilities (44 wells/boreholes and 70 water treatment and purification plants) as well as support to 75 wastewater treatment plants in 19 sites
- Provision of waste management services, including liquid and solid waste collection and disposal, in 11 sites

Fuel management services

- Management of supply and storage of 52.5 million litres of petrol (19,857,510 for air operations, 70,000 for naval transportation, 3,480,347 for ground transportation and 29,082,125 for generators and other facilities) and of oil and lubricants across distribution points and storage facilities in 14 locations

Geospatial, Information and Telecommunication Technologies

- Provision and support of 4,946 handheld portable radios, 2,788 mobile radios for vehicles, and 392 base station radios
- Operation and maintenance of 23 FM radio broadcast stations and 6 radio production facilities
- Operation and maintenance of a network for voice, fax, video, and data communication, including 56 very small aperture terminals, 36 phone exchanges, 76 microwave links, as well as provision of 1,363 satellite and mobile phone service plans
- Provision of and support for 4,592 computing devices and 780 printers for an average strength of 5,965 civilian and uniformed end users, in addition to 981 computing devices and 234 printers for connectivity of contingent personnel, as well as other common services
- Support and maintenance of 44 local area networks and 30 wide area networks at 44 sites
- Analysis of geospatial data covering 644,329 square kilometres, maintenance of topographic and thematic layers and production of 7,500 maps

Medical services

- Operation and maintenance of United Nations-owned medical facilities (10 level-I clinics, 1 level-I plus clinic/dispensary with operation theatre capability) and support to contingent-owned medical facilities (27 level-I clinics, 7 forward medical teams, 5 level-II hospitals (including 1 level-II plus in Juba), as well as maintenance of contractual arrangements with 7 hospitals (3 level-III hospitals in Kampala and 4 level-IV hospitals in Nairobi
- Maintenance of medical evacuation arrangements to 5 level-II hospitals in 5 locations within the Mission and 7 hospitals outside the mission area (3 level-III in Uganda, 3 level-IV in Kenya, 1 level-IV in South Africa), including air evacuation arrangements and air ambulance, and arrangements in the event of mass casualty to 3 hospitals in Egypt through a letter of assist agreement

Supply chain management services

- Provide planning and sourcing support for an estimated $95.5 million in acquisition of goods and commodities in line with delegated authority; receipt, management and onward distribution of up to 20,580 tons of cargo within the mission area; and management, accounting and reporting of property, plant and equipment, financial and non-financial inventories and equipment below threshold, with a total historical cost of $484.6 million, in line with delegated authority

Uniformed personnel services

- Emplacement, rotation, and repatriation of a maximum strength of 19,023 authorized military and police personnel (242 military observers, 431 military staff officers, 16,327 contingent personnel, 703 United Nations police officers and 1,320 formed police personnel) and 78 Government-provided personnel
- Inspection, verification and reporting on contingent-owned major equipment and self-sustainment compliance for 37 military and formed police units in 19 geographical locations
- Supply and storage of rations, combat rations and water for an average strength of 14,811 military contingent and formed police personnel
- Support the processing of claims and entitlements for an average strength of 15,979 military and police personnel and 74 Government-provided personnel

Vehicle management and ground transport services

- Operation and maintenance of 1,863 United Nations-owned vehicles (950 light passenger vehicles, 409 special purpose vehicles, 16 ambulances, 44 armoured vehicles and 519 other specialized vehicles, trailers and attachments), 3,946 contingent-owned vehicles and 12 workshop and repair facilities, as well as provision of transport and shuttle services

Security

- Provision of security services 24 hours a day, 7 days a week for all personnel in the mission area
- 24 hours close protection to senior mission staff and visiting high-level officials
- Mission-wide site security assessment, including residential surveys for 1,500 residences
- Conduct of a total of 1,737 information sessions on security awareness and contingency plans for all mission staff; and induction security training and primary fire training/drills for all new mission staff

Conduct and discipline

- Implementation of a conduct and discipline programme for all military, police and civilian personnel, including training, monitoring of investigations and disciplinary action

HIV/AIDS

- Operation and maintenance of 7 HIV voluntary confidential counselling and testing facilities for all Mission personnel, and conduct of a sensitization programme on HIV and other communicable diseases, including peer education, for all mission personnel

Table 8
Human resources: component 5, support

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Office of the Director of Mission Support									
Approved posts 2017/18	–	1	7	10	24	**42**	19	8	**69**
Proposed posts 2018/19	–	1	7	10	24	**42**	22	8	**72**
Net change	–	–	–	–	–	–	**3**	–	**3**
Office of the Deputy Director of Mission Support									
Approved posts 2017/18	–	1	16	6	42	**65**	163	21	**249**

	International staff								
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Proposed posts 2018/19	–	1	15	7	40	**63**	84	18	**165**
Net change	–	–	**(1)**	**1**	**(2)**	**(2)**	**(79)**	**(3)**	**(84)**
Supply Chain Management									
Approved posts 2017/18	–	1	15	29	93	**138**	327	97	**562**
Proposed posts 2018/19	–	1	17	30	99	**147**	337	101	**585**
Net change	–	–	**2**	**1**	**6**	**9**	**10**	**4**	**23**
Logistics Service Delivery									
Approved posts 2017/18	–	1	17	25	87	**130**	469	148	**747**
Proposed posts 2018/19	–	1	16	23	81	**121**	428	147	**696**
Net change	–	–	**(1)**	**(2)**	**(6)**	**(9)**	**(41)**	**(1)**	**(51)**
Geospatial, Information and Telecommunication Technologies									
Approved posts 2017/18	–	–	4	5	58	**67**	60	24	**151**
Proposed posts 2018/19	–	–	4	5	58	**67**	57	24	**148**
Net change	–	–	–	–	–	–	**(3)**	–	**(3)**
Security and Safety Section									
Approved posts 2017/18	–	–	2	34	149	**185**	125	–	**310**
Proposed posts 2018/19	–	–	2	34	149	**185**	125	–	**310**
Net change	–	–	–	–	–	–	–	–	–
Approved temporary positions[b] 2017/18	–	–	–	5	27	**32**	–	–	**32**
Proposed temporary positions[b] 2018/19	–	–	–	5	27	**32**	–	–	**32**
Net change	–	–	–	–	–	–	–	–	–
Subtotal, Security and Safety Section									
Approved 2017/18	–	–	2	39	176	**217**	125	–	**342**
Proposed 2018/19	–	–	2	39	176	**217**	125	–	**342**
Net change	–	–	–	–	–	–	–	–	–
Subtotal, civilian staff									
Approved posts 2017/18	–	4	61	109	453	**627**	1 163	298	**2 088**
Proposed posts 2018/19	–	4	61	109	451	**625**	1 053	298	**1 976**
Net change	–	–	–	–	**(2)**	**(2)**	**(110)**	–	**(112)**
Approved temporary positions[b] 2017/18	–	–	–	5	27	**32**	–	–	**32**
Proposed temporary positions[b] 2018/19	–	–	–	5	27	**32**	–	–	**32**
Net change	–	–	–	–	–	–	–	–	–
Total, component 5									
Approved 2017/18	–	4	61	114	480	**659**	1 163	298	**2 120**

	International staff								
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	**Subtotal**	National staff[a]	United Nations Volunteers	**Total**
Proposed 2018/19	–	4	61	114	478	**657**	1 053	298	**2 008**
Net change	–	–	–	–	**(2)**	**(2)**	**(110)**	–	**(112)**

[a] Includes National Professional Officers and national General Service staff.
[b] Funded under general temporary assistance, in civilian personnel costs.

International staff: net decrease of 2 posts

National staff: net decrease of 110 posts

United Nations Volunteers: no net change

42. The proposed staffing changes under component 5, support, are presented in tables 9 to 14. The figure below shows the proposed changes in the organizational structure of the Mission Support Division.

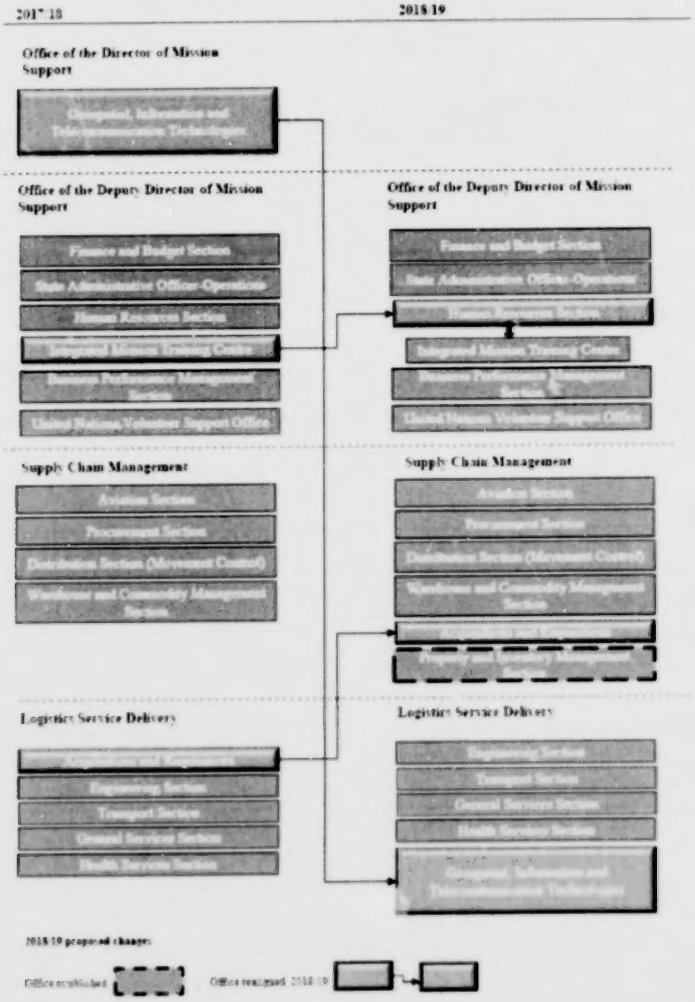


Table 9
Staffing changes: component 5, support, Office of the Director of Mission Support

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Mission Support Centre	Reassignment	3	National General Service	From Geospatial, Information and Telecommunication Technologies
	Total	**3**		

Office of the Director of Mission Support

National staff: increase of 3 posts

Mission Support Centre

43. The Mission Support Centre is the focal point for the coordination of all logistic support activities with the Mission's support, substantive and uniformed components and its operations with other United Nations agencies, funds and programmes. In order to deliver fuel and rations to field offices when road conditions are difficult to navigate during the rainy season, barge and riverine operations are required on the Nile River between Juba and Malakal. Additional support capacity is needed to deal with challenges affecting the Mission's barge and riverine operations, such as getting through underwater obstacles and communicating in local languages at checkpoints run by SPLA and SPLM/A-IO along the river. To provide the additional capacity, it is proposed to reassign three national General Service posts in Geospatial, Information and Telecommunication Technologies (2 Telecommunications Assistant posts and 1 Information Systems Assistant post) as three Logistics Assistant posts in the Mission Support Centre.

Table 10
Staffing changes: component 5, support, Office of the Deputy Director of Mission Support

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Finance and Budget Section	Abolishment	(2)	National General Service	
Business Performance Management Section	Reassignment	1	P-4	From the office of the State Administrative Officer-Operations
	Redeployment	1	P-3	From the Engineering Section
	Redeployment	(3)	1 P-4, 1 Field Service, 1 International United Nations Volunteer	To the Property Control and Compliance Unit in the Property and Inventory Management Section
	No change, realignment	(5)	1 Field Service, 2 national General Service, 2 International United Nations Volunteer	To the Inventory Verification Unit in the Warehouse and Commodity Management Section
	Reassignment	(1)	Field Service	To the Human Resources Section
	Reassignment	(1)	National General Service	To the Information Management Unit
Human Resources Section	Reassignment	1	Field Service	From the Business Performance Management Section
	Reassignment	4	National General Service	From the office of the State Administrative Officer-Operations

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
	No change, realignment	15	1 P-4, 3 P-3, 4 National Professional Officer, 3 national General Service, 4 International United Nations Volunteer	The Integrated Mission Training Centre is proposed to report directly to the Human Resources Section
Information Management Unit	Reassignment	1	national General Service	From the Business Performance Management Section
Integrated Mission Training Centre	No change, realignment	(15)	1 P-4, 3 P-3, 4 National Professional Officer, 3 national General Service, 4 international United Nations Volunteers	To the Human Resources Section
State Administrative Officer-Operations	Reassignment	13	National General Service	From the General Services Section
	Abolishment	(5)	National General Service	
	Redeployment	(83)	National General Service	To Heads of Offices
	Reassignment	(4)	National General Service	To the Human Resources Section
	Reassignment	(1)	National General Service	To the United Nations Volunteers Support Office
	Reassignment	(1)	P-4	To the Business Performance Management Section
United Nations Volunteers Support Office	Reassignment	1	National General Service	From the office of the State Administrative Officer-Operations
	Total	**(84)**		

Office of the Deputy Director of Mission Support

International staff: net decrease of 2 posts

National staff: net decrease of 79 posts

United Nations Volunteers: net decrease of 3 positions

Finance and Budget Section

44. As part of the Mission's review of the Mission Support Division, two national General Service posts (1 Finance and Budget Assistant and 1 Team Assistant) are proposed for abolishment. The remaining staff in the Finance and Budget Section will absorb the duties associated with these posts.

Business Performance Management Section

45. The mandate of the Business Performance Management Section is to coordinate and monitor the performance management of the Mission and related key indicators and to provide oversight and audit tracking to optimize outputs related to the supply chain management and service delivery functions. The Section is also responsible for ensuring the Mission's compliance with environmental policies, occupational safety guidelines and standards for information and records management.

46. In order to enhance the Mission's compliance with environmental policies, the reassignment of an Administrative Officer post from office of the State Administrative Officer-Operations as an Environmental Affairs Officer post (P-4) in the Business Performance Management Section is proposed. The incumbent of the post would be responsible for coordinating the management of actions on

environmental issues in the Mission, including the establishment of the environmental management system, which involves the development and drafting of the Mission's environmental policy and objectives, conducting environmental surveys and assessments, producing an environmental baseline study and formulating an action plan. The incumbent is also expected to advise on environmental issues, to establish a list of potentially hazardous installations in and around the Mission, to liaise with local authorities accordingly, to conduct investigations and to recommend measures to mitigate environmental issues.

47. The redeployment of an Occupational Safety Officer post (P-3) from the Engineering Section is proposed. The proposed redeployment will streamline the reporting of occupational health and safety issues in the Business Performance Management Section, as the section reports directly to the Office of the Deputy Director of Mission Support. With this reporting arrangement, the Director of Mission Support would be able to respond to and resolve occupational health and safety issues expeditiously on the basis of assistance and advice from the Deputy Director of Mission Support. The Occupational Safety Officer will also provide related training, conduct physical safety assessments and recommend improvements in current safety practices to enhance a safe working environment within the Mission's premises.

48. The redeployment of three posts and positions (1 Property Management Officer (P-4) and 2 Property Control and Inventory Assistants (1 Field Service and 1 international United Nations Volunteer) to the Property Control and Compliance Unit is part of the proposed establishment of a Property and Inventory Management Section under the Supply Chain Management pillar.

49. As part of the realignment of property management functions and to ensure compliance with the Financial Regulations and Rules of the United Nations, missions were advised to incorporate property control and inventory functions and receiving and inspection functions in integrated/centralized warehouses. In this regard, the Mission proposes the realignment of the Property Control and Inventory Unit of the Business Performance Management Section, comprising five Property Control and Inventory Assistant posts (1 Field Service, 2 national General Service and 2 international United Nations Volunteer), with an Inventory Verification Unit to be established in the Warehouse and Commodity Management Section.

50. Lastly, the Mission proposes the reassignment of two Property Control and Inventory Assistant posts from the Property Control and Inventory Unit of the Business Performance Management Section. One Field Service post is proposed for reassignment as a Finance and Budget Assistant post in the Human Resources Section, and one national General Service post is proposed for reassignment as an Information Management Assistant post in the Information Management Unit of the Business Performance Management Section.

Information Management Unit

51. The Information Management Unit of the Business Performance Management Section develops and manages the Mission's information management programme, including the policies, procedures and guidelines affecting the maintenance and storage of the Mission's information and the business continuity plan. The Unit also monitors the Mission's compliance with United Nations information management policies and regulations. For the 2018/19 period, the Mission proposes that a Property Control and Inventory Assistant post in the Property Control and Inventory Unit of the Business Performance Management Section be reassigned as an Information Management Assistant post (national General Service) in the Information Management Unit. This reassignment is intended to provide additional support to the Unit for the transfer of inactive records from sections and units to the central archives

depository, logistical support during outreach and training activities and information management systems support to clients.

Human Resources Section and Integrated Mission Training Centre

52. As mentioned in paragraph 50 above, one Property Control and Inventory Assistant post (Field Service) in the Business Performance Management Section is proposed for reassignment as a Finance and Budget Assistant post in the Human Resources Section. The purpose of the reassignment is to provide enhanced support to the Human Resources Section for budget preparation related to staffing resources, maintenance of the staffing table and reporting on the approved budget. The incumbent is also expected to be the focal point for preparing and reporting on training and travel budgets. Furthermore, the incumbent is expected to facilitate the Mission's response to requests for information related to human resources from internal and external auditors and from United Nations Headquarters.

53. The Regional Service Centre Steering Committee recommended that check-in/check-out functions for uniformed and civilian personnel be returned to the client missions so that those functions could be more effectively carried out. On 1 September 2017, UNMISS commenced the implementation of check-in and check-out processes. As part of this implementation, the Mission proposes the reassignment of four Field Language Assistant posts (national General Service) in the office of the State Administrative Officer-Operations as four Human Resources Assistant posts. This reassignment will accommodate the additional workload with respect to client service requirements for incoming and outgoing civilian and uniformed personnel. The reassignment is intended to provide critical support for the onboarding of personnel with proper documentation and entitlements applied accordingly and in the separation of mission personnel at the end of service.

54. The check-in/check-out functions returned to client missions include the induction programme for new arrivals, which is managed by the Integrated Mission Training Centre. As part of the transfer of these functions to the Mission, it is proposed that the Integrated Mission Training Centre be realigned to report directly to the Human Resources Section and consolidate its presence in Juba. This proposal is part of the Mission's continued reorganization of its support structure to meet its operational requirements. The Integrated Mission Training Centre currently reports directly to the Deputy Director of Mission Support and has one Associate Training Officer post (National Professional Officer) and one Training Assistant post (national General Service) in Entebbe, Uganda.

55. The proposed realignment to the Human Resources Section includes the Centre's 15 posts and positions, including one Chief of Unit (P-4), three Training Officers (P-3), four Associate Training Officers (National Professional Officer), three Training Assistants (national General Service) and four Training Officers (international United Nations Volunteer).

State Administrative Officer-Operations

56. The office of the State Administrative Officer-Operations is responsible for the management of activities that support the Mission's mandate in field offices. The reassignment of 13 General Services Assistant posts in the General Services Section as Team Assistant posts in the office of the State Administrative Officer-Operations is proposed. The reassignment is intended to provide support in facilities and camp management, property management, mail and pouch services and to enhance staff welfare structures and activities, including cafeteria services.

57. It is proposed that the staffing of the office of the State Administrative Officer-Operations be reduced by a total of 93 Language Assistant (national General Service)

posts. Of the 93 posts, it is proposed that 5 be abolished on the basis of the Mission's review of its operational requirements, that 83 be redeployed to the substantive sections under the Heads of Field Offices (see para. 40 above), and that 4 be reassigned as Human Resources Assistant posts (see para. 53 above). Furthermore, one post is proposed for reassignment as an Administrative Assistant in the United Nations Volunteers Support Office.

58. Lastly, the reassignment of an Administrative Officer post (P-4) as an Environmental Affairs Officer in the Business Performance Management Section is proposed to enhance the Mission's compliance with environmental policies.

United Nations Volunteers Support Office

59. The United Nations Volunteers Support Office manages the recruitment, deployment and repatriations of 442 volunteer positions serving the Mission. The Office also provides administrative support to the Mission on the resolution of disputes and arbitrary cases, security crises and other support mechanisms for the overall well-being of United Nations Volunteers. Currently, there are four posts in the Office (1 national General Service, 2 international United Nations Volunteers and 1 national United Nations Volunteer. One Language Assistant post (national General Service) in the office of the State Administrative Officer-Operations is proposed for reassignment as an Administrative Assistant post in the United Nations Volunteers Support Office. The proposed reassignment is intended to improve the management and administration of the Office through faster mobilization and deployment of volunteers and strengthened oversight of leave and absences. The incumbent would also provide enhanced support to volunteers.

Table 11
Staffing changes: component 5, support, Supply Chain Management

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Acquisitions and Requisitions	No change, realignment	7	1 P-4, 1 P-3, 3 Field Service, 1 national General Service, 1 international United Nations Volunteer	From Logistics Service Delivery
	Reassignment	1	Field Service	From the Transport Section
Distribution Section (Movement Control)	Reassignment	2	national General Service	From the General Services Section
	No change, realignment	(7)	3 Field Service, 4 national General Service	To the Warehouse and Commodity Management Section, Receiving and Inspection Unit
	Redeployment	(3)	1 P-3, 1 Field Service, 1 International United Nations Volunteer	To the office of Supply Chain Management
Office of Supply Chain Management	Redeployment	3	1 P-3, 1 Field Service, 1 International United Nations Volunteer	From the Distribution Section (Movement Control)
Property and Inventory Management Section	Redeployment	3	1 P-4, 1 Field Service, 1 international United Nations Volunteer	From the Business Performance Management Section
	Redeployment	6	1 P-4, 5 Field Service	From the Warehouse and Commodity Management Section

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Warehouse and Commodity Management Section	No change, realignment	5	1 Field Service, 2 national General Service, 2 International United Nations Volunteer	From the Property Control and Inventory Unit of the Business Performance Management Section
	No change, realignment	7	3 Field Service, 4 national General Service	From the Distribution Section (Movement Control), Receiving and Inspection Unit
	Reassignment	5	national General Service	From the General Services Section
	Reassignment	1	Field Service	From the Safety and Security Section
	Redeployment	(6)	1 P-4, 5 Field Service	To the Property and Inventory Management Section
	Redeployment	(1)	Field Service	To the Safety and Security Section
	Total	**23**		

Supply Chain Management

International staff: increase of 9 posts

National staff: increase of 10 posts

United Nations Volunteers: increase of 4 positions

Acquisitions and Requisitions Unit

60. The Acquisitions and Requisitions Unit facilitates the centralized management and control of the Mission's acquisition plan. The Board of Auditors, in its report to the seventieth session of the General Assembly on United Nations peacekeeping operations, stated that "there is a need for a closer linkage among acquisition planning, procurement of equipment and deployment of equipment" (A/70/5 (Vol II), para. 40). In response to that observation, the Mission proposes the realignment of the Acquisitions and Requisitions Unit from Logistics Service Delivery to Supply Chain Management. The proposed realignment is intended to integrate the planning and implementation of the Mission's acquisition plan under the Supply Chain Management pillar, which includes the Procurement Section, the Distribution Section (Movement Control) and the Warehouse and Commodity Management Section. It is anticipated that the proposed change in reporting structure will improve the Mission's supply chain management process. The realignment involves seven posts: two Acquisition Planning Officer posts (1 P-4 and 1 P-3), one Requisitions Officer post (Field Service) and four Requisitions Assistant posts (2 Field Service, 1 national General Service and 1 international United Nations Volunteer).

61. The Mission also proposes that one Transport Assistant post (Field Service) in the Transport Section be reassigned as an Acquisitions Assistant post. The proposed reassignment would provide critical support for the Mission's acquisition planning and acquisition- and procurement-related transactions in Umoja. The incumbent would also provide support to substantive sections/units on low-value acquisitions.

Distribution Section (Movement Control)

62. The Distribution Section (Movement Control) is responsible for the coordination of the transportation of personnel and cargo within the Mission's area of operations. In order to enhance the Section's operational capacity in Malakal, where additional support is required for passenger and cargo flights, the reassignment

of two General Services Assistant posts (national General Service) in the General Services Section as Movement Control Assistant posts is proposed. The reassignment is intended to mitigate operational challenges on the ground and to ensure sufficient coverage in dealing with incoming flights, receiving cargo, dispatching outgoing passengers, updating reports and conducting related inspections.

Office of Supply Chain Management

63. The establishment of an Operational Oversight Unit within the office of Supply Chain Management is proposed. This Unit is intended to develop the performance management framework for the supply chain management pillar, including the development and measurement of key performance indicators and metrics. The Unit is expected to coordinate with relevant sections/units/offices in developing supply chain management standard operating procedures, provide information on the effectiveness of supply chain processes and determine solutions for improvement and corrective action. In this regard, the redeployment of three posts from the Distribution (Movement Control) Section (1 Movement Control Officer (P-3) and two Movement Control Assistants (Field Service and international United Nations Volunteer) is proposed.

Property and Inventory Management Section

64. The establishment of a Property and Inventory Management Section under the Supply Chain Management pillar is proposed. This proposed section is part of the realignment of property management functions for the enhanced implementation of the International Public Sector Accounting Standards (IPSAS), Umoja, the global field support strategy, supply chain management and the property management strategy. The Property and Inventory Management Section will comprise two units, the Property Control and Compliance Unit and the Asset Management Unit.

65. The Property Control and Compliance Unit will be responsible for the analysis of fixed assets and the proper oversight of property records. The Unit is expected to: (a) post and review related transactions (depreciations, impairments, revaluations and asset retirement obligations) in Umoja; (b) monitor and reconcile the value of fixed assets at the end of the financial year, help in the preparation of financial statements and provide assistance to auditors; (c) provide guidance on policies, processes and procedures related to equipment, inventory and property fixed asset data; and (d) develop and monitor guidelines on the valuation of equipment and inventory in compliance with IPSAS. For this unit, the redeployment of three posts from the Business Performance Management Section, namely one Property Management Officer post (P-4) and two Property Control and Inventory Assistant posts (1 Field Service and 1 international United Nations Volunteer), is proposed.

66. The Asset Management Unit will liaise with relevant units within the Mission and the logistics base to ensure that requirements for stewardship, control and management of inventory and equipment are implemented. The Unit is expected to: (a) report on key performance indicators, identify areas that require improvement and provide recommendations for corrective action; (b) monitor the entire planning process from forecasting inventory to delivery and receipt to ensure that the Mission has the appropriate stock levels in each location; (c) provide guidance on the procurement of goods and services to ensure that all required items are incorporated in the Mission's acquisition plan; and (d) harmonize inventory requirements in collaboration with the Warehouse and Commodity Management Section. For this unit, the redeployment of six posts from the Warehouse and Commodity Management Section, namely one Supply Officer post (P-4), one Property Management Officer post (Field Service) and four Supply Assistant posts (Field Service), is proposed.

Warehouse and Commodity Management Section

67. The Warehouse and Commodity Management Section manages the timely delivery, storage and distribution of commodities such as fuel and rations, as well as equipment, engineering materials and general supplies throughout the Mission. To ensure compliance with the Financial Regulations and Rules, missions were advised to incorporate property control and inventory functions and receiving and inspection functions in integrated/centralized warehouses. In this regard, the establishment of an Inventory Verification Unit within the Section is proposed.

68. The Property Control and Inventory Unit and the Receiving and Inspection Unit would be realigned under the proposed Inventory Verification Unit within the Warehouse and Commodity Management Section. This realignment is intended to achieve improved visibility and accountability of commodities and equipment from receipt to onward distribution to field offices. The Receiving and Inspection Unit would also track goods while in transit and ensure that the reporting of deliveries, including whether there are discrepancies or damages, is done properly. The Property Control and Inventory Unit would conduct the physical verification of inventory in all warehouses and contribute to the safety, security and management of warehouses.

69. As mentioned in paragraph 49 above, the realignment of the Property Control and Inventory Unit from the Business Performance Management Section, comprising five Property Control and Inventory Assistant posts (1 Field Service, 2 national General Service and 2 International United Nations Volunteer) is proposed. In addition, the realignment of the Receiving and Inspection Unit, comprising three Property Management Assistant posts (Field Service) and four Receiving and Inspection Assistant posts (national General Service), from the Distribution Section (Movement Control) is proposed.

70. The reassignment of five General Service Assistant posts in the General Services Section as five national General Service posts (3 Supply Assistant posts, 1 Heavy Vehicle Operator post and 1 Administrative Assistant post in the Warehouse and Commodity Management Section is proposed. The proposed reassignment of three Supply Assistant posts is intended to enhance the operational capacities of warehouses located in field offices in Torit, Yambio and Rumbek. The anticipated expansion of the uniformed presence in these locations is envisaged to increase the workload of warehouse management, particularly in the accounting and delivery of commodities. The proposed reassignment of one Heavy Vehicle Operator post is intended to enhance the operations of the warehouse in the logistics base in Bentiu, where the largest protection of civilian camps is located. Several projects that the Mission has undertaken in collaboration with humanitarian partners have increased the operational requirements for the movement of engineering materials and supplies. The proposed reassignment of one Administrative Assistant post is envisaged to meet the increased operational requirements at the recently established warehouse facility in Kuajok.

71. The reassignment of one Security Officer post (Field Service) in the Safety and Security Section as an Administrative Assistant post is proposed, to provide enhanced support to the Chief of the Warehouse and Commodity Management Section. This additional support will help to ensure that prompt-payment discounts are applied properly, that audit recommendations are addressed and that the Section's budgetary resources are utilized properly.

Table 12
Staffing changes: component 5, support, Logistics Service Delivery

Office Section/Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Acquisitions and Requisitions Unit	No change, realignment	(7)	1 P-4, 1 P-3, 3 Field Service, 1 national General Service, 1 international United Nations Volunteer	To Supply Chain Management
Engineering Section	Redeployment	(1)	P-3	To the Business Performance Management Section
	Reassignment	1	National General Service	From the General Services Section
General Services Section	Abolishment	(21)	2 Field Service, 19 national General Service	
	Reassignment	(13)	National General Service	To the office of the State Administrative Officer-Operations
	Reassignment	(5)	National General Service	To the Warehouse and Commodity Management Section
	Reassignment	(2)	National General Service	To the Distribution Section (Movement Control)
	Reassignment	(1)	national General Service	To the Engineering Section
	Reassignment	(1)	National General Service	To the Transport Section
Transport Section	Reassignment	1	National General Service	From the General Services Section
	Reassignment	(1)	Field Service	To the Acquisitions and Requisitions Unit
	Redeployment	(1)	National General Service	To the Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/ Humanitarian Coordinator/Resident Representative)
	Total	**(51)**		

Logistics Service Delivery

International staff: decrease of 9 posts

National staff: decrease of 41 posts

United Nations Volunteers: decrease of 1 position

Engineering Section

72. The Engineering Section is responsible for the construction and maintenance of the Mission's facilities and infrastructure. For the 2018/19 period, the reassignment of one General Services Assistant post (national General Service) in the General Services Section as a Facilities Management Assistant post is proposed. This reassignment is intended to meet the additional maintenance requirements anticipated in Bor, where additional uniformed personnel are to be deployed.

General Services Section

73. The General Services Section provides support in the management and maintenance of the Mission's office and accommodation spaces, the oversight of the maintenance services contract for camp services, the distribution of mail and pouches and the administration of welfare services for the well-being of mission personnel.

On the basis of a comprehensive review of the Section and the Mission's operational requirements, it is proposed to abolish 21 General Services Assistant posts, of which two are Field Service and 19 are national General Service posts. The proposal relates to the implementation of the maintenance services contract for camp services, which is envisaged to shift responsibilities related to the maintenance and management of the Mission's facilities from the General Services Section to the contractor.

Transport Section

74. The Transport Section is mandated to coordinate all surface and ground transportation in the Mission. The reassignment of one General Services Assistant post (national General Service) in the General Services Section as a Transport Assistant post is proposed. The reassignment is intended to meet additional transport-related functions, such as operating heavy engineering vehicles in Torit, where additional uniformed personnel are envisaged to be deployed.

Table 13
Staffing changes: component 5, support, Geospatial, Information and Telecommunication Technologies

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Geospatial, Information and Telecommunication Technologies	Reassignment	(3)	National General Service	To the Mission Support Centre
	Total	**(3)**		

Geospatial, Information and Telecommunication Technologies

National staff: decrease of 3 posts

75. As a result of its continuous review and realignment of functions and lines of reporting, the Mission proposes to realign the reporting structure of Geospatial, Information and Telecommunication Technologies, which currently reports to the Director of Mission Support. Given the nature of the daily tasks and responsibilities of Geospatial, Information and Telecommunication Technologies, the Mission's management has found it more appropriate that it report to the Logistic Service Delivery pillar, which reports to the Director of Mission Support.

Table 14
Staffing changes: component 5, support, Safety and Security Section

Office Section Unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Safety and Security Section	Reassignment	(1)	Field Service	To the Warehouse and Commodity Management Section
	Redeployment	1	Field Service	From the Warehouse and Commodity Management Section
	Total	–		

Safety and Security Section

International staff: no net change

76. The redeployment of one Contracts Management Assistant post (Field Service) from the Warehouse and Commodity Management Section is proposed. The proposed redeployment is intended to provide enhanced support to the Safety and Security Section in relation to the management of security-related contracts in the Mission. The responsibilities of this post involve performance meetings with security vendors and reporting on key performance indicators, which determine contract extensions.

77. For the 2018/19 period, the Mission proposes the retention of 32 temporary positions funded under general temporary assistance (4 Security Coordination Officer (P-3), 1 Fire Safety Officer (P-3) and 27 Security Officer (Field Service) positions). The four Security Coordination Officer positions and 27 Security Officer positions are required to continue the enhanced security operations that have been established in the Mission's protection of civilians sites. These positions provide security to United Nations and international non-governmental organization partners working in the protection of civilians sites and supervise locally recruited security guards assigned to access control points. The retention of the Fire Safety Officer position at the P-3 level is proposed to continue the effective management and delivery of critical fire safety services to the Mission.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	Expenditures (2016/17)	Apportionment (2017/18)	Cost estimates (2018/19)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	9 573.7	9 380.2	8 824.6	(555.6)	(5.9)
Military contingents	393 747.0	429 588.0	472 079.8	42 491.8	9.9
United Nations police	30 120.7	28 593.8	27 622.6	(971.2)	(3.4)
Formed police units	24 759.8	33 613.6	33 924.6	311.0	0.9
Subtotal	**458 201.2**	**501 175.6**	**542 451.6**	**41 276.0**	**8.2**
Civilian personnel					
International staff	177 485.9	151 567.0	185 783.7	34 216.7	22.6
National staff	33 507.9	39 018.2	57 902.9	18 884.7	48.4
United Nations Volunteers	21 341.2	21 887.8	22 124.0	236.2	1.1
General temporary assistance	6 950.1	5 118.9	6 225.0	1 106.1	21.6
Government-provided personnel	2 473.8	3 153.7	3 221.5	67.8	2.1
Subtotal	**241 758.9**	**220 745.6**	**275 257.1**	**54 511.5**	**24.7**
Operational costs					
Civilian electoral observers	–	–	–	–	–
Consultants and consulting services	545.5	586.6	606.6	20.0	3.4
Official travel	5 092.9	4 326.6	4 049.1	(277.5)	(6.4)
Facilities and infrastructure	119 469.7	94 786.7[a]	98 388.0	3 601.3	3.8
Ground transportation	21 214.8	13 861.6	11 989.3	(1 872.3)	(13.5)
Air operations	112 919.8	140 159.8	129 426.5	(10 733.5)	(7.7)
Marine operations	3 928.8	592.8	560.6	(32.2)	(5.4)
Communications and information technology	34 622.5	30 547.8[b]	30 737.1	189.3	0.6
Medical	1 614.2	1 848.8	2 157.6	308.8	16.7
Special equipment	–	–	–	–	–
Other supplies, services and equipment	71 388.4	61 368.1[c]	57 834.4	(3 533.7)	(5.8)
Quick-impact projects	983.8	1 000.0	1 200.0	200.0	20.0
Subtotal	**371 780.4**	**349 078.8**	**336 949.0**	**(12 129.8)**	**(3.5)**
Gross requirements	**1 071 740.5**	**1 071 000.0**	**1 154 657.7**	**83 657.7**	**7.8**
Staff assessment income	14 311.5	18 310.3	22 588.7	4 278.4	23.4
Net requirements	**1 057 429.0**	**1 052 689.7**	**1 132 069.0**	**79 379.3**	**7.5**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**1 071 740.5**	**1 071 000.0**	**1 154 657.7**	**83 657.7**	**7.8**

[a] The original apportionment approved for facilities and infrastructure was $93 611 600. The figure includes an amount of $1,175,100 to constitute a comparable base with 2018/19 cost estimates.

[b] Represents the combined apportionment approved for communication and information technology to constitute a comparable base with 2018/19 cost estimates.

[c] The original apportionment approved for other supplies, services and equipment was $62 543 200. The figure excludes an amount of $1,175,100 to constitute a comparable base with 2018/19 cost estimates.

B. Non-budgeted contributions

78. The estimated value of non-budgeted contributions for the period from 1 July 2018 to 30 June 2019 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	30.0
Voluntary contributions in kind (non-budgeted)[b]	58 306.0
Total	**58 336.0**

[a] Represents radio frequency fees.

[b] The contributions are mainly for notional land lease costs of $47.4 million.

C. Efficiency gains

79. The cost estimates for the period from 1 July 2018 to 30 June 2019 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Air operations	2 364.0	Optimization of rotary-wing aircraft operations through the reduction of flying hours. As the Mission continues to rigorously review its air operations, the reduced flight hours are planned to be achieved through initiatives including elimination of parallel schedules, encouraging integrated teams to use regular schedules, which will result in minimal requirements in support of special flight requests, and implementing a culture of reduced non-essential travel, through which all travel will be accommodated within scheduled flights
Total	**2 364.0**	

D. Vacancy factors

80. The cost estimates for the period from 1 July 2018 to 30 June 2019 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2016/17*	*Budgeted 2017/18*	*Projected 2018/19*
Military and police personnel			
Military observers	14.4	5.0	20.0
Military contingents	8.1	10.0	16.0
United Nations police	16.3	2.0	13.0
Formed police units	13.4	13.0	17.0
Civilian personnel			
International staff	11.8	15.0	9.0

Category	Actual 2016/17	Budgeted 2017/18	Projected 2018/19
National staff			
National Professional Officers	9.7	10.0	8.0
National General Service staff	9.6	10.0	5.0
United Nations Volunteers (international)	12.5	11.0	10.0
United Nations Volunteers (national)	33.3	16.0	–
Temporary positions[a]			
International staff	14.3	20.0	15.0
National staff	20.0	20.0	10.0
Government-provided personnel	10.8	2.0	5.0

[a] Funded under general temporary assistance.

81. The proposed delayed deployment factors for military and police personnel and the proposed vacancy rates for civilian personnel take into account historical patterns, current incumbency rates and projected deployments based on planning for the 2018/19 period.

E. Contingent-owned equipment: major equipment and self-sustainment

82. Requirements for the period from 1 July 2018 to 30 June 2019 are based on standard reimbursement rates for major equipment (under wet lease arrangements) and self-sustainment in the total amount of $136,227,700 as follows:

(Thousands of United States dollars)

	Estimated amount		
Category	Military contingents	Formed police units	Total
Major equipment	83 327.9	5 336.8	88 664.7
Self-sustainment	44 059.6	3 503.4	47 563.0
Total	**127 387.5**	**8 840.2**	**136 227.7**

Mission factors	Percentage	Effective date	Last review date
A. Applicable to mission area			
Extreme environmental condition factor	2.5	1 July 2014	1 July 2014
Intensified operational condition factor	2.9	1 July 2014	1 July 2014
Hostile action/forced abandonment factor	4.3	1 July 2014	1 July 2014
B. Applicable to home country			
Incremental transportation factor	0.0–4.0		

F. Training

83. The estimated resource requirements for training for the period from 1 July 2018 to 30 June 2019 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	329.2
Official travel	
Official travel, training	1 626.1
Other supplies, services and equipment	
Training fees, supplies and services	476.3
Total	**2 431.6**

84. The number of participants planned for the period from 1 July 2018 to 30 June 2019, compared to previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2016/17	*Planned 2017/18[b]*	*Proposed 2018/19*	*Actual 2016/17*	*Planned 2017/18[b]*	*Proposed 2018/19*	*Actual 2016/17*	*Planned 2017/18[b]*	*Proposed 2018/19*
Internal	763	2 252	845	527	1 844	752	77	675	168
External[a]	143	270	152	74	87	50	30	21	21
Total	**906**	**2 522**	**997**	**601**	**1 931**	**802**	**107**	**696**	**189**

[a] Includes the United Nations Logistics Base at Entebbe and outside the mission area.

[b] Reflects the number of training participants proposed for the 2017/18 period before training requirements were reduced.

85. The proposed training programme reflects the Mission's priorities for the 2018/19 period. The Mission plans to continue its training programme in areas such as air transportation, communications, human rights, political and civil affairs and protection of civilians. For both internal and external courses, the number of participants is reduced across all staff categories. The reductions occur mainly in areas in which large groups of participants received training during the 2017/18 period, such as disarmament, demobilization and reintegration, electoral support, gender and protection of civilians.

G. Mine detection and mine-clearing services

86. The estimated resource requirements for mine detection and mine-clearing services for the period 1 July 2018 to 30 June 2019 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Other supplies, services and equipment	
Mine detection and mine-clearing services	38 602.5

87. The proposed resource requirements for mine detection and mine-clearing services include funding for international and national staff ($3,536,331) and contracts for: (a) one integrated clearance team to survey and clear hazardous areas; (b) 10 multitasking teams capable of carrying out mine clearance and explosive ordnance disposal; (c) three route verification and clearance teams to assess and clear roads of landmines and explosive remnants of war; (d) up to eight quick-response teams to clear explosive ordnance and hazardous areas; (e) one non-technical survey to prepare for clearance and disposal of explosives; and (f) two contracts for explosive-detection dog teams to conduct explosives and weapons search operations at protection of civilian sites and other UNMISS high-priority sites ($31,021,344). Requirements also include travel and training ($222,342) and clearance equipment for explosive remnants of war, office equipment and operational expenses ($913,426). The balance represents both locally managed costs and indirect costs for the implementing partner of the United Nations Mine Action Service, the United Nations Office for Project Services, in the amounts of $1,070,803 and $1,838,212, respectively.

88. Further details on mine action activities in UNMISS are contained in section I.E (components 1, 2 and 3).

H. Other programmatic activities

89. The estimated resource requirements for other programmatic activities for the period from 1 July 2018 to 30 June 2019 are as follows:

(Thousands of United States dollars)

Description	*Proposed amount*	*Related expected accomplishment*
Civil affairs activities and community support for local and internally displaced persons/communities, including conflict prevention and mitigation activities	725.9	1.2, 1.3, 1.4
Provision of support to the South Sudan National Police Service and Joint Integrated Police officers by United Nations police to enhance efforts to prevent crime and violence and to build policing capacity	600.0	1.2, 1.3, 2.1, 2.2 and 4.5
Human rights activities for promotion of human rights standards in local communities and at the national level	313.1	2.1, 4.2, 4.3
Relief, reintegration and protection initiatives, in coordination with relevant partners, for the facilitation of safe and voluntary return of internally displaced persons	159.0	1.3
Activities related to women's participation in public decision-making and in peace processes	100.0	1.1
Child protection activities to strengthen monitoring of grave violations and abuses committed against children, in support of the implementation of the existing child protection mechanisms	60.0	2.3
Women's protection advisory-related activities to protect vulnerable groups against abuse and violence, including conflict-related sexual violence	45.0	2.1, 2.2
Political affairs activities, including the promotion of peace processes and the empowerment of a broad range of stakeholders	36.0	4.1, 4.2
Rule of law activities in support of protection and case management with respect to conflict-related crimes against women and children	20.0	2.2
Total	**2 059.0**	

90. The proposed budget for the 2018/19 period includes provisions in the amount of $2,059,000 to support other programmatic activities. A brief description of programmatic activities, the corresponding estimated requirements and the links to expected accomplishments are indicated in the table above.

I. Quick-impact projects

91. The estimated resource requirements for quick-impact projects for the period from 1 July 2018 to 30 June 2019, compared with previous periods, are as follows:

(Thousands of United States dollars)

Period	*Amount*	*Number of projects*
1 July 2016 to 30 June 2017 (actual)	983.8	24
1 July 2017 to 30 June 2018 (approved)	1 000.0	20
1 July 2018 to 30 June 2019 (proposed)	1 200.0	24

92. For the 2018/19 period, a total of 24 quick-impact projects are planned, including: (a) 14 projects to create favourable conditions for the return and reintegration of internally displaced persons in potential areas of return; (b) four projects to support conflict mitigation and foster peaceful coexistence between returnees and host communities; (c) three projects to support host communities in the vicinity of protection of civilians sites; and (d) three projects to support institutions related to rule of law near protection of civilians sites and areas of return, in order to promote confidence among local communities.

III. Analysis of variances[1]

	Variance	
Military observers	($555.6)	(5.9%)

• Management: reduced inputs and same outputs

93. The reduced requirements are attributable mainly to the deployment of a funded average strength of 194 military observers, inclusive of a 20 per cent vacancy rate from the authorized strength of 242 military observers for the 2018/19 period. In comparison, the approved resources for the 2017/18 period provided for the deployment of a funded average strength of 206 military observers, inclusive of a 15 per cent vacancy rate.

	Variance	
Military contingents	$42 491.8	9.9%

• Management: increased inputs and increased outputs

94. The increased requirements are attributable mainly to the sustained deployment of 16,758 military contingent personnel throughout the 2018/19 period, with funding for an average strength of 14,077 contingent personnel over the year, inclusive of a 16 per cent vacancy rate. In comparison, the approved resources for the 2017/18 period provided for a phased deployment with a funded average strength of 12,334

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

military contingent personnel, inclusive of a 24.2 per cent vacancy rate. In addition, the increased requirements are attributable to higher contractual unit prices for rations and additional mobilization costs related to a new warehouse for rations in Juba and refurbished warehouses rations in Malakal and Wau.

95. The variance is offset in part by projected lower reimbursement costs for contingent-owned equipment based on current expenditures, compared with provisions made in the approved budget for the 2017/18 period. An estimated adjustment related to deductions for non-deployment, delayed deployment or deployment of non-functional contingent-owned equipment against troop reimbursement, in line with General Assembly resolution 67/261, has also been included in the amount of $11.8 million for the 2018/19 period.

	Variance	
United Nations police	($971.2)	(3.4%)

- **Management: reduced inputs and same outputs**

96. The reduced requirements are attributable mainly to the deployment of a funded average strength of 612 United Nations police officers, inclusive of a 13 per cent vacancy rate, from the authorized strength of 703 United Nations police officers for the 2018/19 period. In comparison, the approved resources for the 2017/18 period provided for the deployment of a funded average strength of 633 United Nations police officers, inclusive of a 10 per cent vacancy rate.

	Variance	
Formed police units	$311.0	0.9%

- **Management: increased inputs and same outputs**

97. The increased requirements are attributable mainly to higher contractual unit prices and warehousing costs for rations. In addition, the increased requirements are attributable to the sustained deployment of 1,320 formed police personnel, for an average strength of 1,096 personnel, inclusive of a 17 per cent vacancy rate over the 2018/19 period. In comparison, the 2017/18 approved budget provided for a phased deployment with a funded average strength of 1,088 formed police personnel, inclusive of a 15 per cent vacancy rate.

98. The variance is offset in part by the exclusion of requirements for freight and deployment of contingent-owned equipment owing to the expected deployment of all equipment during the 2017/18 period. An estimated adjustment related to deductions for non-deployment, delayed deployment or deployment of non-functional contingent-owned equipment against troop-reimbursement costs, in line with General Assembly resolution 67/261, has also been included in the amount of $687,743 for the 2018/19 period.

	Variance	
International staff	$34 216.7	22.6%

- **Cost parameters: changes in salary rates and allowances**

99. The increased requirements are attributable mainly to: (a) the post adjustment multiplier, which increased from 35.9 as at 1 January 2017 to 47.8 as at 1 January 2018, that has been applied to the estimates for international staff salaries in South Sudan; (b) the application of a lower vacancy rate of 9 per cent for 919 international staff posts for the 2018/19 period, compared with 15 per cent for 921 posts during the

2017/18 period; (c) the application of a higher percentage of common staff costs of 95.3 per cent of net salaries for 912 international staff in South Sudan for the 2018/19 period, compared with 84.8 per cent in 2017/18, and 80.6 per cent of net salaries for seven international staff in Entebbe for the 2018/19 period, compared with 73.9 per cent in 2017/18; and (d) the increased number of staff estimated to be entitled to danger pay, with a funded average of 804 international staff in the 2018/19 period, compared with a funded average of 728 international staff in the 2017/18 period, owing to additional duty stations being designated for danger pay. The variance is offset in part by the proposed abolishment of two Field Service posts.

	Variance	
National staff	$18 884.7	48.4%

• Cost parameters: changes in salary rates and allowances

100. The increased requirements are attributable mainly to the application of revised salary scales denominated in United States dollars for national staff in South Sudan effective 1 November 2016. In comparison, the 2017/18 approved budget provided for requirements based on the previous salary scales in South Sudanese pounds. In addition, the increased requirements are attributable to the application of a higher average level/step for the calculation of salaries and related costs for national General Service posts (GS-5/V in the 2018/19 period, compared with GS-4/VI in 2017/18) to reflect the actual grade levels of staff. The increased requirements are also attributable to the application of a lower vacancy rate of 8 per cent for National Professional Officers and 5 per cent for national General Service staff in the 2018/19 period, to reflect current incumbency patterns, compared with the rate of 10 per cent applied for both categories applied in the 2017/18 period. Furthermore, the increased requirements are attributable to the additional number of staff estimated to be entitled to danger pay, with a funded average of 1,265 national staff in the 2018/19 period, compared with a funded average of 1,148 national staff in the 2017/18 period, owing to additional duty stations being designated for danger pay. The variance is offset in part by the proposed abolishment of 26 national General Service posts.

	Variance	
United Nations Volunteers	$236.2	1.1%

• Management: change in vacancy rate

101. The increased requirements are attributable mainly to the application of a lower vacancy rate of 10 per cent for international United Nations Volunteers in the 2018/19 period, compared with the rate of 11 per cent applied in the 2017/18 period.

	Variance	
General temporary assistance	$1 106.1	21.6%

• Cost parameters: changes in salary rates and allowances

102. The increased requirements are attributable mainly to: (a) the application of a higher percentage of common staff costs of 95.3 per cent of net salaries for 32 temporary international staff in South Sudan for the 2018/19 period, compared with 84.8 per cent provided for in the 2017/18 period; (b) the post adjustment multiplier, which increased from 35.9 as at 1 January 2017 to 47.8 as at 1 January 2018, that has been applied to the estimates for international staff salaries in South Sudan; (c) the application of a lower vacancy rate of 15 per cent for temporary international staff and 10 per cent for temporary national staff in the 2018/19 period, compared with 20

per cent applied to both categories in 2017/18; and (d) the application of revised salary scales in United States dollars for 10 temporary national staff in South Sudan effective 1 November 2016.

		Variance
Official travel	($277.5)	(6.4%)

- **Management: reduced inputs and same outputs**

103. The reduced requirements are attributable mainly to the Mission's continuing efforts to provide training in communications and information technology, human rights and gender within the Mission by bringing training consultants to the mission area. This minimizes the need for mission personnel to travel outside the mission area for training, which leads to reduced requirements for travel on external training.

		Variance
Facilities and infrastructure	$3 601.3	3.8%

- **Management: increased inputs and increased outputs**

104. The increased requirements are applicable mainly to: (a) maintenance services, owing mainly to the planned engagement of a service contract for engineering maintenance work to prolong the useful lives of recent capital investments, including prefabricated accommodations and offices, generators and water and sewage treatment equipment; (b) petrol, oil and lubricants, owing mainly to the higher estimated fuel site mobilization costs resulting from the establishment of two facilities in Juba for the Regional Protection Force and additional storage facilities in Torit and Bentiu, the installation of external fuel tankers and the higher estimated maintenance fees under the latest contract; (c) construction material and field defence supplies, owing mainly to the acquisition of additional construction materials, such as structural and construction components, stone and concrete, for the construction of accommodation and other spaces for the deployment of the Regional Protection Force in Juba; (d) acquisition of safety and security equipment, owing to the additional acquisition of consumable safety and security equipment, fire protection and rescue equipment; (e) acquisition of water treatment and fuel distribution equipment, owing to the acquisition of additional pipes and pipe fittings to provide water and power supply services for the new infrastructure to accommodate the Regional Protection Force; and (f) acquisition of engineering supplies, owing mainly to the acquisition of additional cabling materials and engineering supplies required for camps to accommodate the Regional Protection Force.

105. The variance is offset in part by reduced requirements related to: (a) acquisition of prefabricated facilities, accommodation and refrigeration equipment, as prefabricated facilities to accommodate the deployment of the Regional Protection Force were acquired in the 2017/18 period, and no further need is foreseen in the 2018/19 period; and (b) construction, alteration, renovation and major maintenance, owing mainly to the expected completion of major construction, alteration, renovation and major maintenance projects prior to the 2018/19 period.

		Variance
Ground transportation	($1 872.3)	(13.5%)

- **Management: reduced inputs and same outputs**

106. The reduced requirements are attributable mainly to the lower projected volume of fuel of 3.5 million litres, compared with 6.2 million litres provided for in the

2017/18 period, and lower projected demand for spare parts. The variance is offset in part by the higher projected unit cost of $0.98 per litre, compared with $0.94 per litre provided for in 2017/18.

	Variance	
Air operations	($10 733.5)	(7.7%)

- **Management: reduced inputs and same outputs**

107. The reduced requirements are attributable mainly to: (a) lower projected rental and operation costs for a fixed-wing aircraft (L-410) and helicopters (Mi-8MTV and Mi-17) owing to the implementation of new contractual arrangements; (b) the lower projected volume of aviation fuel of 19.9 million litres, compared with 24.0 million litres provided for in the 2017/18 period; (c) the exclusion of provisions related to the deployment of an unmanned aerial system and the non-requirement of expert services of the International Civil Aviation Organization for airport rehabilitation. The variance is offset in part by a higher projected unit cost of $1.03 per litre for aviation fuel, compared with $0.98 per litre provided for in the 2017/18 period, and higher projected maintenance costs.

	Variance	
Marine operations	($32.2)	(5.4%)

- **Management: reduced inputs and reduced outputs**

108. The reduced requirements are attributable mainly to the lower projected volume of fuel for marine operations of 70,000 litres, compared with 100,000 litres provided for in the 2017/18 period. The variance is offset in part by a higher projected unit cost of $1.31 per litre, compared with $1.21 per litre provided for in the 2017/18 period.

	Variance	
Communications and information technology	$189.3	0.6%

- **Management: Increased inputs and same outputs**

109. The increased requirements are attributable mainly to the demand for greater satellite bandwidth necessary to support additional technical requirements for centralized services such as Umoja, cloud computing and Terrestrial Trunked Radio (TETRA) services throughout the Mission, and to additional requirements for enterprise licenses. The variance is partially offset by the reduction of contractual personnel.

	Variance	
Medical	$308.8	16.7%

- **Management: increased inputs and increased outputs**

110. The increased requirements are attributable mainly to: (a) the higher demand for and projected cost of blood products to accommodate two additional contingent-owned level-II medical facilities that are planned to be established in Bentiu and Juba; and (b) additional medical supplies related to HIV/AIDS prevention, treatment, monitoring and care for three holding facilities in Juba, Malakal and Bentiu.

		Variance	
Other supplies, services and equipment		($3 533.7)	(5.8%)

- **Management: reduced inputs and same outputs**

111. The reduced requirements are attributable mainly to: (a) the lower number of individual contractors related to engineering, owing to the planned engagement of a service contract for engineering maintenance works, which is envisaged to prolong the useful lives of recent capital investments, including prefabricated accommodations and offices, generators and water and sewage treatment equipment; (b) the Mission's continuing efforts to conduct training sessions in the mission area, which will reduce projected training fees; (c) lower projected freight costs owing to the lower planned acquisition of assets during the 2018/19 period compared with the 2017/18 period; and (d) lower projected bank fees based on current expenditure and the latest contractual agreement.

		Variance	
Quick-impact projects		$200.0	20%

- **Management: increased inputs and increased outputs**

112. The increased requirements are attributable mainly to additional projects that are planned to be implemented, which will be geared towards the Mission's key priorities of supporting civilians in pursuing options for exit from protection of civilians sites and supporting protection of civilians beyond the sites. These additional projects are intended to create favourable perceptions of the Mission's enhanced engagement and rapport with communities and the Government during the 2018/19 period, with particular focus on the national dialogue, revitalization of the peace agreement and progress in the drafting of a permanent constitution.

IV. Actions to be taken by the General Assembly

113. **The actions to be taken by the General Assembly in connection with the financing of the United Nations Mission in South Sudan are:**

(a) **Appropriation of the amount of $1,154,657,700 for the maintenance of the Mission for the 12-month period from 1 July 2018 to 30 June 2019;**

(b) **Assessment of the amount of $816,330,578 for the maintenance of the Mission for the period from 1 July 2018 to 15 March 2019;**

(c) **Assessment of the amount of $338,327,122 for the period from 16 March to 30 June 2019 at a monthly rate of $96,221,475, should the Security Council decide to continue the mandate of the Mission.**

V. Summary of follow-up action taken to implement the decisions and requests of the General Assembly in its resolutions 71/308 and 70/286, including the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly

A. General Assembly

Financing of the United Nations Mission in South Sudan
(Resolution 71/308)

Decision request	*Action taken to implement decision request*
Reiterates paragraph 46 of the report of the Advisory Committee, and in this regard requests the Secretary-General to ensure that the Mission intensifies its efforts to strengthen the Mission's protection of civilians sites (para. 9).	UNMISS has made significant improvements to the security infrastructure of protection of civilians sites over the past year. In particular, to protect the sites from fire and prevent violence and criminal activities around the sites, the Mission established a weapons-free zone with a 200-metre radius around the sites in Juba. This has resulted in a significant decrease in reported crime and violence, including incidents of sexual and gender-based violence. UNMISS is in the process of establishing similar zones in Wau, Bentiu and Malakal. In addition to providing static defence to the sites, UNMISS uniformed personnel have also conducted searches of individuals entering the sites; mounted patrols within the weapons-free zone throughout the day and night; made daily searches of zones of up to 30 shelters inside the sites and targeted searches of specific shelters on the basis of intelligence; and carried out monthly full-scale cordon-and-search operations of the entire site, to ensure the security and safety of internally displaced persons. The perimeters of the sites are constantly maintained throughout the Mission. This includes ensuring that the berm height is maintained, security lights are operational, breaches in the perimeter are repaired and additional guard posts and security lights are installed as required.

Cross-cutting issues
(Resolution 70/286)

Decision request	*Action taken to implement decision request*
Requests the Secretary-General to improve the ratio of substantive to support staff, with particular attention to the feasibility of nationalizing functions, especially Field Service level functions, to ensure that the civilian staffing structure is appropriate for the effective implementation of the current mission mandate and that it reflects staffing best practices across other missions (para. 20).	The ratio of substantive (including security) to support staff stood at 37:63 in the 2015/16 period and 38:62 in the 2016/17 period. As a result of the ongoing staffing review, it has been proposed that 84 posts from the support component be redeployed to substantive components, which would improve the ratio to 41:59.

Decision request	*Action taken to implement decision request*
Urges the Secretary-General to make every effort to reduce the recruitment lead time for staff in field missions, taking into account the relevant provisions governing recruitment of United Nations staff, to enhance the transparency of the staffing process at all stages and to report on the steps taken and results achieved in the context of the next overview report (para. 22).	All international staff posts are managed under the administrative instructions of the staff selection system. The Mission is fully committed to completing recruitment processes, from advertising to offer management, within the prescribed targets of related key performance indicators. The Mission continues to work with the Regional Service Centre in Entebbe on the onboarding of staff.
Welcomes the continued efforts of the Secretary-General to mainstream gender perspectives in United Nations peacekeeping, and requests the Secretary-General to ensure that senior gender advisers in all United Nations peacekeeping operations report directly to mission leadership (para. 24).	In order to meet the requirements of mainstreaming gender, hiring managers in the Mission certify that their hiring actions have taken into consideration gender balance and geographic distribution in accordance with General Assembly resolution 55/258 and the administrative instructions of the staff selection system. The Mission continues to encounter difficulties in attracting a sufficient number of female candidates to serve in the states owing to the level of hardship in those locations. As at June 2017, the percentage of women at the P-5 level and above stood at 17 per cent, while across all categories it was 20 per cent. The Mission's Senior Gender Adviser reports directly to senior mission leadership. The Senior Women's Protection Adviser reports to the Head of the Human Rights Division, as part of the phased consolidation of specialized protection functions under the human rights component.
Recognizes the role of women in all aspects of peace and security issues, expresses concern about the gender imbalance in the staffing of peacekeeping operations, particularly at senior levels, requests the Secretary-General to intensify efforts to recruit and retain women in peacekeeping operations, in particular to appoint women to senior United Nations leadership positions, with full respect for the principle of equitable geographical distribution, in conformity with Article 101 of the Charter of the United Nations, considering, in particular, women from troop- and police-contributing countries, and strongly encourages Member States, where applicable, to identify and regularly submit more women candidates for appointment to positions in the United Nations system (para. 25).	The Mission, through its Human Resources Section, works closely with hiring managers and provides policy advice to encourage the recruitment of women. For national staff recruitment, the talent pool of qualified women candidates is limited owing to sociocultural factors, which poses a limitation in improving the gender balance among national staff.

Decision request	*Action taken to implement decision request*
Requests the Secretary-General to continue his efforts to reduce the overall environmental footprint of each peacekeeping mission, including by implementing environmentally friendly waste management and power generation systems, in full compliance with the relevant rules and regulations, including, but not limited to, the United Nations environmental and waste management policy and procedures (para. 31).	The Mission has made efforts to reduce its overall environmental footprint. Solid waste generation has been reduced by approximately 20 per cent. The proportion of waste reaching the final disposal sites is reduced through segregation practices, and hazardous waste disposal contracts are in place. By reusing treated effluent for gardens, car washes and dust control, bulk water consumption has been reduced by 194,000 litres per day. Solar panels and batteries were procured in previous periods to construct solar farms with a total capacity of 2.2 megawatts, which, once installed in the 2018/19 period, will represent the conversion of 10 per cent of the Mission's power requirement from diesel to renewable energy. In addition, energy consumption will be further reduced through a generator synchronizing and overhaul programme and the installation of solar street lights and low-energy bulbs.
Recognizes the increasing demands and challenges of the volatile work environment faced in peacekeeping operations, and requests the Secretary-General to strengthen capacity and standards with regard to the 10-1-2 casualty response, including capacity-building, training and education, and to continue to develop innovative solutions in this regard (para. 32).	The Mission has taken the following measures to enhance the capacity to save lives and mitigate the effects of injuries and illnesses, in line with the 10-1-2 casualty response: (a) Strategic deployment of medical facilities: the number of level-II hospitals in the Mission's area of operations has been increased from three to five to shorten the time and distance needed to reach casualties for life- and limb-saving surgeries within two hours; (b) Upgrading of all level-I clinics with standard pathology laboratory facilities to enhance emergency medical care capabilities; (c) Upgrading of a level-II hospital in Tomping to level-II plus with the addition of cardiology, gynaecological and orthopaedic modules after the July 2016 crisis in Juba; (d) Upgrading of a level-I clinic in United Nations House with 24/7 surgical facilities and plans for a level-II hospital to be deployed to United Nations House to further strengthen emergency medical support capacity and capability; (e) Conduct of ongoing training of UNMISS medical staff on basic life support and advanced trauma life support for the last two years by accredited trainers; (f) Conduct of regular training of UNMISS staff on cardiopulmonary resuscitation by medical doctors and staff of the Department of Safety and Security;

Decision request	Action taken to implement decision/request
	(g) Conduct of integrated mass casualty incidence drills every quarter in each UNMISS location jointly with all stakeholders, including medical staff.
Further recognizes the contribution of unmanned aerial systems to mandate delivery, including situational awareness and the enhanced safety and security of peacekeepers, and stresses the need to address challenges facing the deployment and utilization of such systems in individual peacekeeping missions (para. 34).	UNMISS notes the potential contribution of unmanned aerial systems to the delivery of its mandate and has consistently budgeted for and sought to include resource requirements for unmanned aerial systems for the delivery of efficient and effective surveillance outcomes. These efforts notwithstanding, the Mission has not to date received written authorization to operate unmanned aerial systems in the country. The system that was recommended for the Regional Protection Force and endorsed by the Government of South Sudan, to be provided by a troop-contributing country, was determined to be inappropriate for the lower airspace of South Sudan owing to grave safety concerns. In the event that UNMISS procures and operates unmanned aerial systems, the Mission will implement all applicable measures in compliance with the requests of the legislative bodies.
Requests the Secretary-General to ensure the security of information and communications in missions, including those gathered from the use of unmanned aerial systems, as a matter of priority (para. 35).	To date, UNMISS has not deployed an unmanned aerial system.
Recalls paragraph 39 of its resolution 69/307 and paragraphs 136 to 138 of the report of the Advisory Committee, reaffirms its request to the Secretary-General to ensure consistency, transparency and cost-efficiency in the budgeting for unmanned aerial systems in individual peacekeeping operation budget proposals in this regard, including by presenting expected accomplishments and indicators of achievement, as well as information on outputs, as appropriate, in the context of the results-based budget framework, and also reaffirms its request to the Secretary-General to include comprehensive information, including on lessons learned from the utilization of unmanned aerial systems in United Nations peacekeeping operations, in his next overview report (para. 36).	To date, UNMISS has not deployed an unmanned aerial system.
Further requests the Secretary-General to present in individual mission budget proposals a clear vision of the annual construction requirements by ensuring, as appropriate, multi-year plans and to continue his efforts to enhance the accuracy of budgeting, by improving aspects of project planning, management and oversight, with due consideration for operational circumstances on the ground, and to closely monitor the execution of works to ensure their timely completion (para. 42).	The Mission has established its mission priority projects, which reflect requirements to implement and support mandate implementation. From these projects, proposed budget requirements are determined, which are based on previous requirements of other similar projects and local market knowledge. In 2015, the Mission established its Project Management Group to provide oversight of the mission priority projects by senior management. The Mission has implemented the use of a software application to help track the progress of the projects.

Decision/request	Action taken to implement decision/request
Requests the Secretary-General to strengthen oversight and internal controls in the areas of procurement and asset management across peacekeeping missions, including by holding a named official in mission management accountable for checking stock levels before undertaking any acquisition activity in order to ensure compliance with established asset management policies, taking into account the current and future needs of the mission and the importance of the full implementation of the International Public Sector Accounting Standards (para. 43).	To this end, supply chain management will be delivered in three phases to allow the Organization to adapt to the new capabilities and to collect sufficient historical data that are consistent and comparable to allow for advanced planning functions. Several processes relating to the receipt, storage, distribution and disposal of assets have already been implemented successfully. Umoja Extension 2 will enhance the functionality delivered under Umoja Foundation, the Umoja logistics module, principally to enable supply chain management in the field, which is the final pillar of the global field support strategy. In that regard, the processes being developed under Umoja Extension 2 will focus primarily on planning and serve as a catalyst for supply chain automation, which should optimize inventory holdings. In UNMISS, prior to raising a shopping cart a purchase request form is prepared and signed off clarifying the stock levels in the Mission and whether it is necessary to raise a requisition and procure more items. The authorizing staff who verify the Mission's stock levels of requested equipment and materials take into consideration current and future needs of the Mission and check with the global assets management team in the Global Service Centre for possible availability in strategic deployment stocks or in other missions' surplus.
Encourages the Secretary-General to utilize local materials, capacity and knowledge in the implementation of construction projects for peacekeeping operations, in compliance with the United Nations Procurement Manual (para. 45).	The Mission recognizes the advantage of local knowledge and capacity in the implementation of its construction projects. Typical examples are water resources, where local knowledge has been advantageous in locating sustainable sources. Mission solicitations always include local, regional and international bidders in compliance with the United Nations Procurement Manual.
Recalls the collective and unanimous position that one substantiated case of sexual exploitation and sexual abuse is one case too many, and requests the Secretary-General to ensure that all peacekeeping operations implement fully the United Nations policy of zero tolerance of sexual exploitation and sexual abuse in United Nations peacekeeping operations with regard to all civilian, military and police personnel (para. 70, see also paras. 71, 76, 79, 80, 81 and 82). Welcomes the determination of the Secretary-General to fully implement the United Nations policy of zero tolerance of sexual exploitation and abuse, and requests the Secretary-General to report on the results achieved and challenges encountered in the next report (para. 71).	The related response for all peacekeeping missions, including UNMISS, to address issues raised in paragraphs 70, 71, 76, 79, 80, 81 and 82 of General Assembly resolution 70/286 will be included in the context of the report of the Secretary-General on special measures for protection from sexual exploitation and sexual abuse.

Decision request	*Action taken to implement decision request*
Calls upon the Secretary-General to ensure coordination across United Nations entities at the country level in order for victims to receive immediate basic assistance and support in accordance with their individual needs arising from alleged sexual exploitation and abuse (para. 76).	
Requests the Secretary-General to immediately inform the Member States concerned about allegations of sexual exploitation and abuse, of which United Nations entities may become aware, in missions operating under a Security Council mandate, and requests the Secretary-General to ensure that the Member States concerned receive all available information to allow for appropriate follow up by their national authorities (para. 79).	
Recognizes the risk factors linked to recent allegations of sexual exploitation and abuse, as identified by the Secretary-General in paragraph 25 of his latest report, including the re-hatting of troops, the absence of predeployment training on standards of conduct, the excessive length of deployment for certain contingents, the living conditions of contingents, including lack of welfare and communication facilities to stay in contact with home, camps being situated in proximity to and not properly separated from the local population and lack of discipline among some contingents, and in this regard requests the Secretary-General to further analyse all risk factors, including those listed above, in his next report and to provide recommendations to mitigate those risks, taking into account the respective responsibilities of missions, the Secretariat and troop- and police-contributing countries (para. 80).	
Stresses the importance of training all personnel for the prevention of sexual exploitation and sexual abuse, as part of the predeployment training, as well as in mission training and awareness-raising programmes, and requests the Secretary-General to expedite the deployment of the e-learning programme (para. 81).	
Recalls paragraph 175 of the report of the Advisory Committee, and requests the Secretary-General to include in future reports information on allegations of sexual exploitation and abuse by non-United Nations forces operating under a Security Council mandate (para. 82).	

B. Advisory Committee on Administrative and Budgetary Questions

Financing of the United Nations Mission in South Sudan
(A/71/836/Add.15)

Request recommendation	*Action taken to implement request recommendation*
In this connection, the Advisory Committee recalls that in the context of its consideration of the overview report of the Secretary-General on the financing of the United Nations peacekeeping operations (A/71/809), it was provided with a table showing actual/estimated/proposed contingent-owned equipment payments/requirements by mission for the 2015/16, 2016/17 and 2017/18 periods, which is contained in annex I to the present report. The data provided shows that in 2017/18, the estimated payments for contingent-owned equipment by were significantly higher for UNMISS than for all other missions. The Advisory Committee trusts that an update on this matter will be provided to the General Assembly at the time of its consideration of the present report. The Committee further trusts that full details and explanations on the actual contingent-owned equipment payments made during the 2017/18 period will be provided in the performance report (para. 26).	The approved resources for the 2017/18 period for contingent-owned equipment, major equipment, for military contingents amounted to $94,626,800, which takes into account a reduction of $14,139,600. Details of actual payments made for contingent-owned equipment for the 2017/18 period will be reported in the context of the related performance report.
The Advisory Committee expects the Mission to provide adequate and safe housing conditions to uniformed personnel and to ensure that the additional troop and police personnel authorized by the Security Council in its resolution 2304 (2016) will be housed in permanent, semi-rigid or rigid accommodations within a six-month period following their deployment. The Committee further expects the Mission to intensify its efforts to strengthen UNMISS protection of civilian sites (para. 46).	The Mission's standing obligation is to provide contingents from troop- and police-contributing countries with accommodation in prefabricated facilities within a six-month period. To date, two companies from troop-contributing countries have been allocated space in the Regional Protection Force camp and the prefabricated facilities for these two companies have already been assigned. Clearing of the campsite is in progress for these two companies and camp construction will follow. Prefabricated facilities are also available for further deployments of uniformed personnel from the Regional Protection Force.
The Advisory Committee trusts that the Mission will ensure that its use of temporary duty assignments is in strict compliance with the established guidelines. The Committee further trusts that details on the use of temporary duty assignments will be provided in the performance report for the period 2016/17 (para. 50).	The Mission's use of temporary duty assignments strictly complies with existing guidelines. The Mission will continue to ensure that the concerns raised by the Advisory Committee and the General Assembly are fully addressed and the appropriate measures implemented. For the 2016/17 period, the amount spent on temporary duty assignments was $524,883.

Request recommendation	*Action taken to implement request recommendation*
The Advisory Committee requests the Secretary-General to provide to the General Assembly at the time of its consideration of the present report, information on whether the loss on exchange sustained by the house bank was apportioned among all United Nations entities using the account. The Committee further recommends that Secretary-General be requested to review United Nations cash holdings, with a view to ensuring prudent strategies for cash management, in particular with respect to volatile currencies (para. 54).	The majority of foreign exchange losses attributed to UNMISS during the 2015/16 period resulted from the revaluation of the bank balance at the end of 2015. Foreign exchange gains and losses arise from the revaluation of foreign currency bank accounts and from the purchase and sale of currencies. These gains and losses were distributed among all cash pool funds based on the proportionate share of the monetary value of transactions in the house banks. This methodology was applied to all funds, including UNMISS, in the cash pool for the treatment of foreign exchange gains and losses. Since the 15/16 period, the methodology for distribution of foreign exchange gains and losses has been changed to sharing among all funds on the basis of the average cash balances of the fund during the relevant period. Following the rollout of the various implementation clusters of Umoja, which ended in November 2015, and after the risk of losses observed in UNMISS in December 2015, the need for more centralized management of bank accounts became clear. In September 2017, the "just-in-time" procedure of cash management was implemented and its improvement is ongoing. The objective is to increase control and reduce the risk of volatile currencies for all bank accounts, while ensuring that the United Nations provides ongoing funding and support to its operations worldwide. The basis of the "just-in-time" procedure is the availability of Umoja payment information for all accounts and currencies, as well as the introduction of the concept of a payment cut-off time. The ongoing refinement of the process still requires standardization of norms and protocols, which will further strengthen the ability to efficiently fulfil funding requirements while minimizing idle balances. This new cash management methodology has, to date, led to a significant reduction in the risk of volatile currencies and outstanding operational bank account balances.
The Advisory Committee notes the environmental initiatives planned by UNMISS and encourages the Mission to continue to pursue its efforts to reduce the overall environmental footprint of UNMISS as requested by the General Assembly in its resolutions 69/307 and 70/286. The Committee trusts that more detailed information on the implementation of the environmental initiatives will be included in future budget reports. The Committee also stresses the importance of including information on the costs and benefits of initiatives such as the implementation of solar panel systems, as well as data on the impact of such systems in terms of energy efficiency gains and consumption levels of other sources of energy such as fuel (para. 58).	The Mission will continue its efforts to reduce its overall environmental footprint. In the 2017/18 period, the Mission is implementing initiatives on solid and hazardous waste management. In 2018/19, the Mission proposes to commence the construction of two solar farms in Juba and Wau. The Mission recognizes the importance of considering costs and benefits in its pursuit of reducing its environmental footprint. Water meters, power meters and measurements of generator fuel consumption will establish the Mission's efficiency gains in relation to its investment and will be reported in future performance reports.

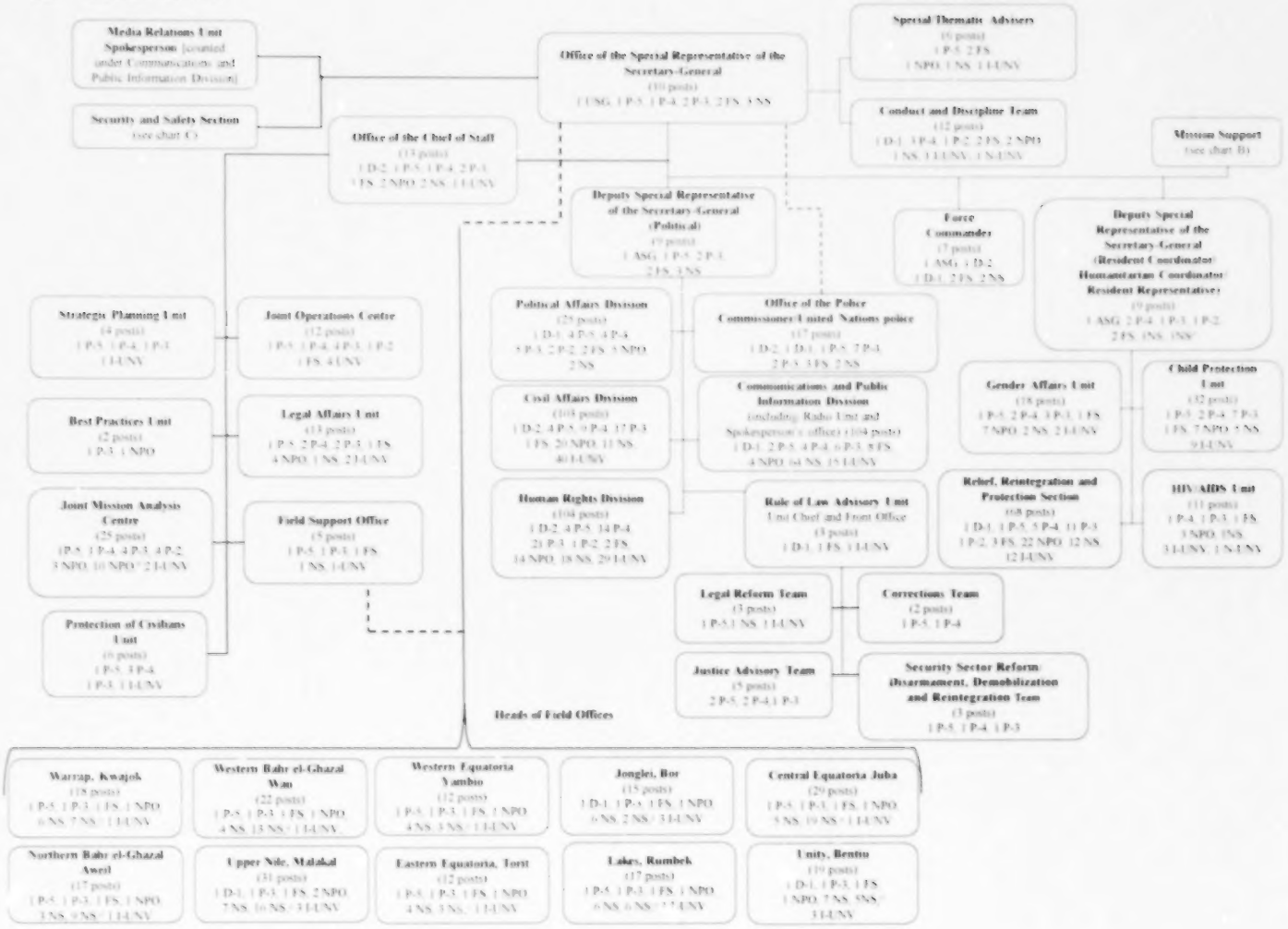
Cross-cutting issues
(A/70/742)

Request recommendation	*Action taken to implement request recommendation*
The Committee notes with regret that mission budget proposals for 2016/17 do not always comply with the requirement for all posts that have been vacant for two years or longer to be reviewed and the posts proposed for retention or abolishment (para. 46).	The Mission continually makes efforts for the possible reassignment of long-vacant posts to emerging priority areas. Currently, there are 14 posts that have been vacant for two years or longer, of which 5 are proposed for abolishment.
The Committee looks forward to reviewing the results of the analysis currently underway examining the possibility of replacing part of the light passenger vehicle fleet with sedan-type, multipurpose and alternative type vehicles (para. 160).	UNMISS is approved for 22 crossover vehicles to replace light passenger vehicles in the 2017/18 period. Considering the road conditions in South Sudan, the Mission requested that the operation of the 22 crossover vehicles be limited to Juba headquarters. Owing to the unavailability of a system contract for crossovers until October–November 2017, the vehicles are not expected in the Mission before April–May 2018.

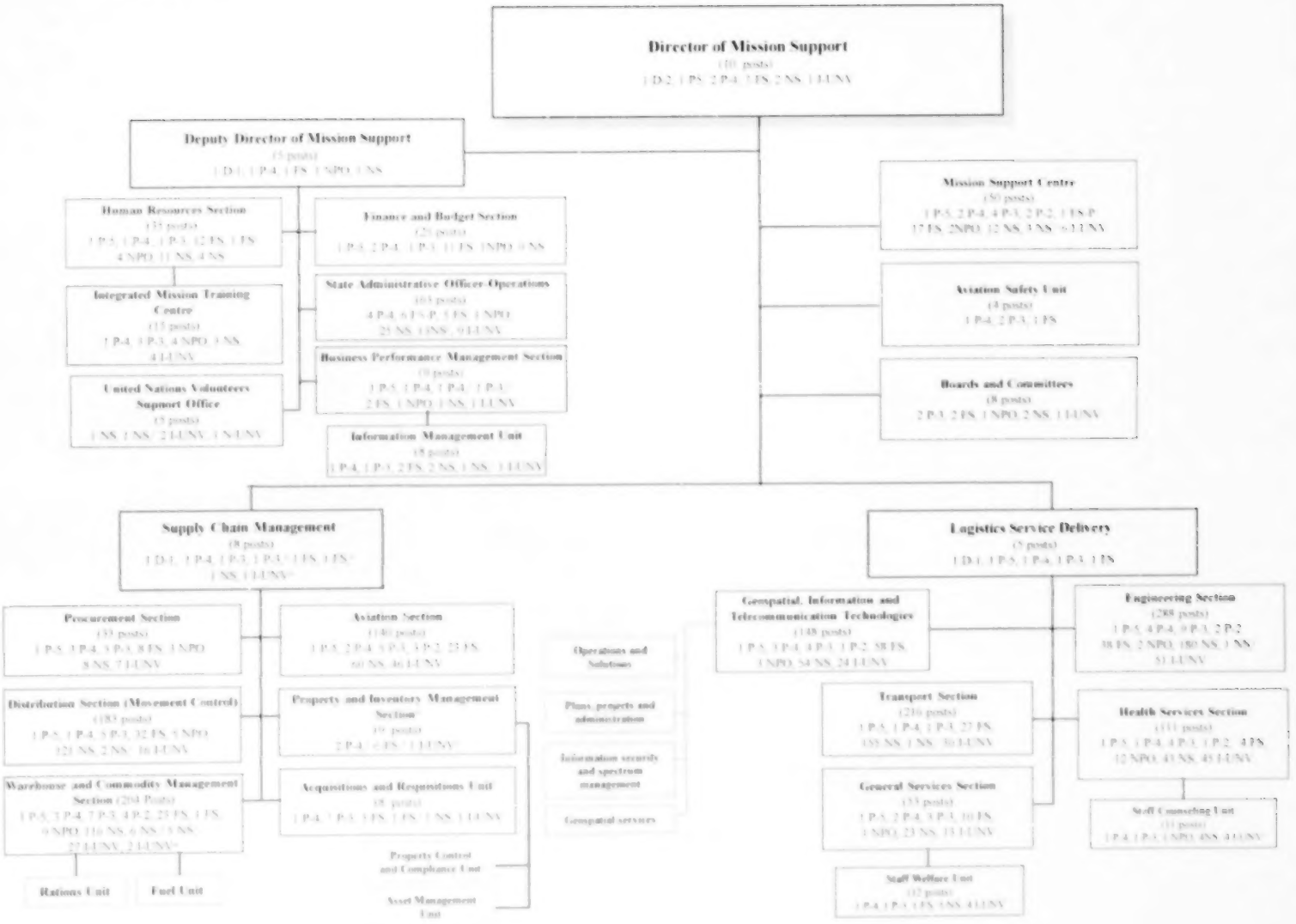
Annex

Organization charts

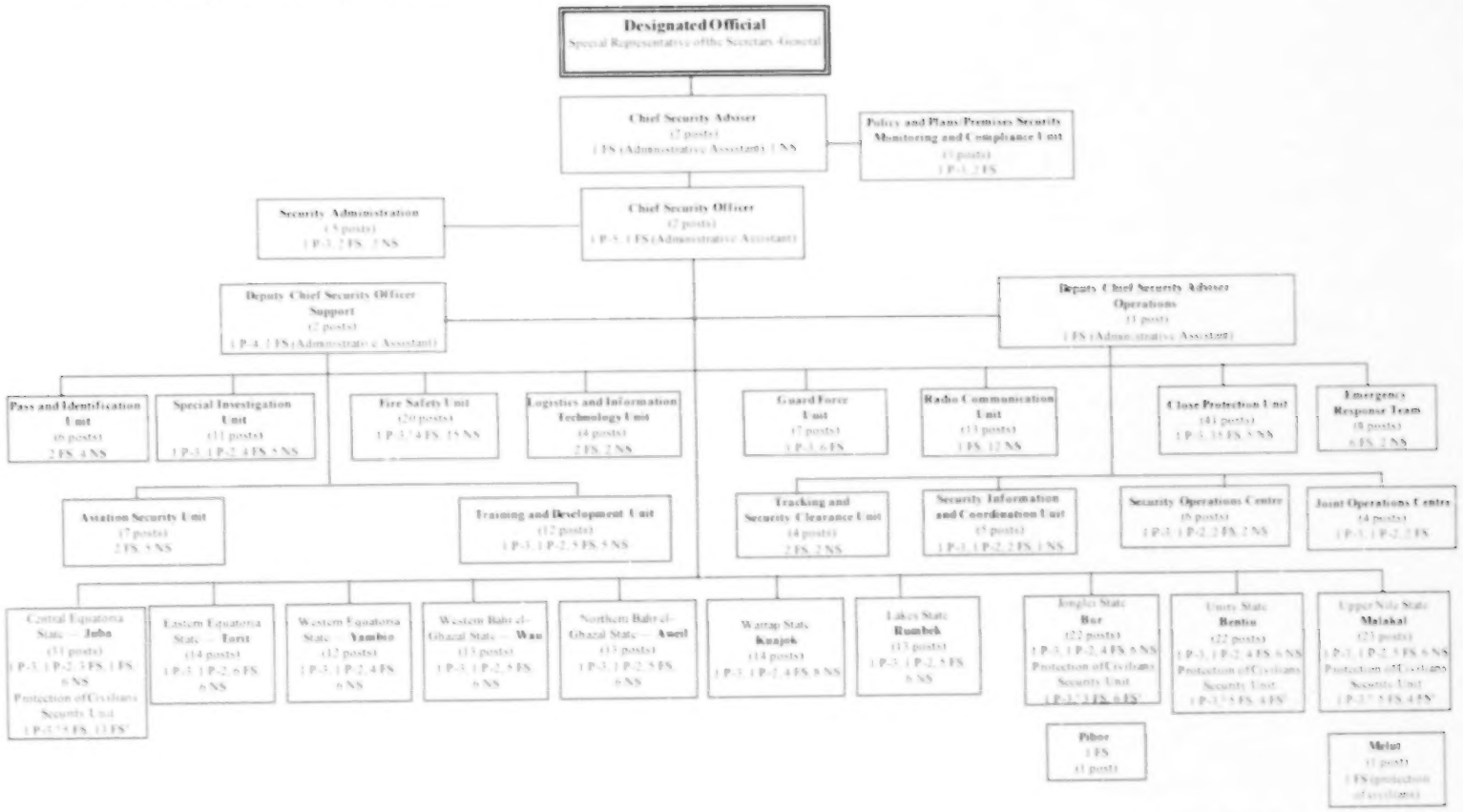
A. Substantive


Media Relations Unit
Spokesperson (counted under Communications and Public Information Division)
Security and Safety Section (see chart C)
Office of the Special Representative of the Secretary-General
(10 posts)
1 USG, 1 P-5, 1 P-4, 2 P-3, 2 FS, 3 NS
Special Thematic Advisers
(6 posts)
1 P-5, 2 FS, 1 NPO, 1 NS, 1 UNV
Conduct and Discipline Team
(12 posts)
1 D-1, 1 P-4, 1 P-2, 2 FS, 2 NPO, 1 NS, 3 UNV, 1 NUNV
Office of the Chief of Staff
(13 posts)
1 D-2, 1 P-5, 1 P-4, 2 P-3, 1 FS, 2 NPO, 2 NS, 1 UNV
Mission Support (see chart B)
Deputy Special Representative of the Secretary-General (Political)
(9 posts)
1 ASG, 1 P-5, 2 P-3, 2 FS, 2 NS
Force Commander
(7 posts)
1 ASG, 1 D-2, 1 D-1, 2 FS, 2 NS
Deputy Special Representative of the Secretary-General (Resident Coordinator/ Humanitarian Coordinator/ Resident Representative)
(9 posts)
1 ASG, 2 P-4, 1 P-3, 1 P-2, 2 FS, 1 NS, 1 NS
Strategic Planning Unit
(4 posts)
1 P-5, 1 P-4, 1 P-3, 1 UNV
Joint Operations Centre
(12 posts)
1 P-5, 1 P-4, 4 P-3, 1 P-2, 1 FS, 4 UNV
Political Affairs Division
(25 posts)
1 D-1, 4 P-5, 4 P-4, 5 P-3, 2 P-2, 2 FS, 5 NPO, 2 NS
Office of the Police Commissioner/United Nations police
(17 posts)
1 D-2, 1 D-1, 1 P-5, 7 P-3, 2 P-2, 3 FS, 2 NS
Gender Affairs Unit
(8 posts)
1 P-5, 2 P-4, 3 P-3, 1 FS, 7 NPO, 2 NS, 2 UNV
Child Protection Unit
(32 posts)
1 P-5, 2 P-4, 7 P-3, 1 FS, 7 NPO, 1 NS, 9 UNV
Best Practices Unit
(2 posts)
1 P-3, 1 NPO
Legal Affairs Unit
(13 posts)
1 P-5, 2 P-4, 2 P-3, 1 FS, 4 NPO, 1 NS, 2 UNV
Civil Affairs Division
(104 posts)
1 D-2, 4 P-5, 9 P-4, 17 P-3, 1 FS, 20 NPO, 11 NS, 40 UNV
Communications and Public Information Division
(including Radio Unit and Spokesperson's office) (104 posts)
1 D-1, 2 P-5, 4 P-4, 6 P-3, 8 FS, 4 NPO, 64 NS, 15 UNV
Joint Mission Analysis Centre
(25 posts)
1 P-5, 1 P-4, 4 P-3, 4 P-2, 3 NPO, 10 NPO, 2 UNV
Field Support Office
(5 posts)
1 P-5, 1 P-3, 1 FS, 1 NS, 1 UNV
Human Rights Division
(104 posts)
1 D-2, 4 P-5, 14 P-4, 21 P-3, 1 P-2, 2 FS, 14 NPO, 18 NS, 29 UNV
Rule of Law Advisory Unit
Unit Chief and Front Office
(3 posts)
1 D-1, 1 FS, 1 UNV
Relief, Reintegration and Protection Section
(68 posts)
1 D-1, 1 P-5, 5 P-4, 11 P-3, 1 P-2, 3 FS, 22 NPO, 12 NS, 12 UNV
HIV/AIDS Unit
(11 posts)
1 P-4, 1 P-3, 1 FS, 3 NPO, 1 NS, 3 UNV, 1 NUNV
Protection of Civilians Unit
(6 posts)
1 P-5, 3 P-4, 1 P-3, 1 UNV
Legal Reform Team
(3 posts)
1 P-5, 1 NS, 1 UNV
Corrections Team
(2 posts)
1 P-5, 1 P-4
Justice Advisory Team
(5 posts)
2 P-5, 2 P-4, 1 P-3
Security Sector Reform (Disarmament, Demobilization and Reintegration Team
(3 posts)
1 P-5, 1 P-4, 1 P-3
Heads of Field Offices
Warrap, Kwajok
(15 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 6 NS, 5 NS, 1 UNV
Western Bahr el-Ghazal Wau
(22 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 4 NS, 13 NS, 1 UNV
Western Equatoria Yambio
(12 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 4 NS, 3 NS, 1 UNV
Jonglei, Bor
(15 posts)
1 D-1, 1 P-5, 1 FS, 1 NPO, 6 NS, 2 NS, 3 UNV
Central Equatoria Juba
(29 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 5 NS, 19 NS, 1 UNV
Northern Bahr el-Ghazal Aweil
(17 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 3 NS, 6 NS, 1 UNV
Upper Nile, Malakal
(31 posts)
1 D-1, 1 P-3, 1 FS, 2 NPO, 7 NS, 16 NS, 3 UNV
Eastern Equatoria, Torit
(12 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 4 NS, 3 NS, 1 UNV
Lakes, Rumbek
(17 posts)
1 P-5, 1 P-3, 1 FS, 1 NPO, 6 NS, 6 NS, 1 UNV
Unity, Bentiu
(19 posts)
1 D-1, 1 P-3, 1 FS, 1 NPO, 7 NS, 5 NS, 3 UNV

B. Mission support


Director of Mission Support
(10 posts)
1 D-2, 1 P-5, 2 P-4, 1 FS, 2 NS, 1 UNV
Deputy Director of Mission Support
(5 posts)
1 D-1, 1 P-4, 1 FS, 1 NPO, 1 NS
Human Resources Section
(35 posts)
1 P-5, 1 P-4, 1 P-3, 12 FS, 1 FS, 4 NPO, 11 NS, 4 NS
Integrated Mission Training Centre
(15 posts)
1 P-4, 1 P-3, 4 NPO, 3 NS, 4 UNV
United Nations Volunteers Support Office
(5 posts)
1 NS, 1 NS, 2 UNV, 1 NUNV
Finance and Budget Section
(25 posts)
1 P-5, 2 P-4, 1 P-3, 11 FS, 1NPO, 0 NS
State Administrative Officer Operations
(63 posts)
4 P-4, 6 FS, P, 5 FS, 1 NPO, 25 NS, 1NS, 9 UNV
Business Performance Management Section
(9 posts)
1 P-5, 1 P-4, 1 P-4, 1 P-3, 2 FS, 1 NPO, 1 NS, 1 UNV
Information Management Unit
(8 posts)
1 P-4, 1 P-3, 2 FS, 2 NS, 1 NS, 1 UNV
Mission Support Centre
(50 posts)
1 P-5, 2 P-4, 4 P-3, 2 P-2, 1 FS P, 17 FS, 2NPO, 12 NS, 3 NS, 6 UNV
Aviation Safety Unit
(4 posts)
1 P-4, 2 P-3, 1 FS
Boards and Committees
(8 posts)
2 P-3, 2 FS, 1 NPO, 2 NS, 1 UNV
Supply Chain Management
(8 posts)
1 D-1, 1 P-4, 1 P-3, 1 P-3, 1 FS, 1 FS, 1 NS, 1 UNV
Procurement Section
(33 posts)
1 P-5, 3 P-4, 5 P-3, 8 FS, 1 NPO, 8 NS, 7 UNV
Distribution Section (Movement Control)
(183 posts)
1 P-5, 1 P-4, 5 P-3, 32 FS, 5 NPO, 121 NS, 2 NS, 16 UNV
Warehouse and Commodity Management Section (204 Posts)
1 P-5, 3 P-4, 7 P-3, 4 P-2, 23 FS, 1 FS, 9 NPO, 116 NS, 6 NS, 5 NS, 27 UNV, 2 UNV
Rations Unit
Fuel Unit
Aviation Section
(140 posts)
1 P-5, 2 P-4, 5 P-3, 3 P-2, 23 FS, 60 NS, 46 UNV
Property and Inventory Management Section
(9 posts)
2 P-4, 2 FS, 1 UNV
Acquisitions and Requisitions Unit
(8 posts)
1 P-4, 1 P-3, 3 FS, 1 FS, 1 NS, 1 UNV
Property Control and Compliance Unit
Asset Management Unit
Operations and Solutions
Plans, projects and administration
Information security and spectrum management
Geospatial services
Logistics Service Delivery
(5 posts)
1 D-1, 1 P-5, 1 P-4, 1 P-3, 1 FS
Geospatial, Information and Telecommunication Technologies
(148 posts)
1 P-5, 3 P-4, 4 P-3, 1 P-2, 58 FS, 1 NPO, 54 NS, 24 UNV
Transport Section
(230 posts)
1 P-5, 1 P-4, 1 P-3, 27 FS, 155 NS, 1 NS, 30 UNV
General Services Section
(33 posts)
1 P-5, 2 P-4, 3 P-3, 10 FS, 1 NPO, 23 NS, 13 UNV
Staff Welfare Unit
(12 posts)
1 P-4, 1 P-3, 1 FS, 5 NS, 4 UNV
Engineering Section
(288 posts)
1 P-5, 4 P-4, 9 P-3, 2 P-2, 38 FS, 2 NPO, 180 NS, 1 NS, 51 UNV
Health Services Section
(151 posts)
1 P-5, 1 P-4, 4 P-3, 1 P-2, 4 FS, 10 NPO, 43 NS, 45 UNV
Staff Counseling Unit
(1 posts)
1 P-4, 1 P-3, 1 NPO, 4NS, 4 UNV

C. Security and Safety Section


Designated Official
Special Representative of the Secretary-General
Chief Security Adviser
(7 posts)
1 FS (Administrative Assistant), 1 NS
Policy and Plans/Premises Security Monitoring and Compliance Unit
(3 posts)
1 P-3, 2 FS
Security Administration
(5 posts)
1 P-3, 2 FS, 2 NS
Chief Security Officer
(2 posts)
1 P-5, 1 FS (Administrative Assistant)
Deputy Chief Security Officer Support
(2 posts)
1 P-4, 1 FS (Administrative Assistant)
Deputy Chief Security Adviser Operations
(1 post)
1 FS (Administrative Assistant)
Pass and Identification Unit
(6 posts)
2 FS, 4 NS
Special Investigation Unit
(11 posts)
1 P-3, 1 P-2, 4 FS, 5 NS
Fire Safety Unit
(20 posts)
1 P-3, 4 FS, 15 NS
Logistics and Information Technology Unit
(4 posts)
2 FS, 2 NS
Guard Force Unit
(7 posts)
1 P-3, 6 FS
Radio Communication Unit
(13 posts)
1 FS, 12 NS
Close Protection Unit
(41 posts)
1 P-3, 35 FS, 5 NS
Emergency Response Team
(8 posts)
6 FS, 2 NS
Aviation Security Unit
(7 posts)
2 FS, 5 NS
Training and Development Unit
(12 posts)
1 P-3, 1 P-2, 5 FS, 5 NS
Tracking and Security Clearance Unit
(4 posts)
2 FS, 2 NS
Security Information and Coordination Unit
(5 posts)
1 P-3, 1 P-2, 2 FS, 1 NS
Security Operations Centre
(6 posts)
1 P-3, 1 P-2, 2 FS, 2 NS
Joint Operations Centre
(4 posts)
1 P-3, 1 P-2, 2 FS
Central Equatoria State — Juba
(31 posts)
1 P-3, 1 P-2, 3 FS, 1 FS, 6 NS
Protection of Civilians Security Unit
1 P-3,[a] 4 FS, 13 FS[c]
Eastern Equatoria State — Torit
(14 posts)
1 P-3, 1 P-2, 6 FS, 6 NS
Western Equatoria State — Yambio
(12 posts)
1 P-3, 1 P-2, 4 FS, 6 NS
Western Bahr el-Ghazal State — Wau
(13 posts)
1 P-3, 1 P-2, 5 FS, 6 NS
Northern Bahr el-Ghazal State — Aweil
(13 posts)
1 P-3, 1 P-2, 5 FS, 6 NS
Warrap State Kuajok
(14 posts)
1 P-3, 1 P-2, 4 FS, 8 NS
Lakes State Rumbek
(13 posts)
1 P-3, 1 P-2, 5 FS, 6 NS
Jonglei State Bor
(22 posts)
1 P-3, 1 P-2, 4 FS, 6 NS
Protection of Civilians Security Unit
1 P-3,[a] 3 FS, 6 FS[c]
Unity State Bentiu
(22 posts)
1 P-3, 1 P-2, 4 FS, 6 NS
Protection of Civilians Security Unit
1 P-3,[a] 5 FS, 4 FS[c]
Upper Nile State Malakal
(23 posts)
1 P-3, 1 P-2, 5 FS, 6 NS
Protection of Civilians Security Unit
1 P-3,[a] 5 FS, 4 FS[c]
Pibor
1 FS
(1 post)
Melut
(1 post)
1 FS (protection of civilians)

Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; FS-P, Field Service (Principal); I-UNV, international United Nations Volunteer; N-UNV, national United Nations Volunteer; NPO, National Professional Officer; NS, national staff; USG, Under-Secretary-General

[a] Redeployed
[b] General temporary assistance
[c] Reassigned
[d] Establishment
[e] Reclassification
[f] Realigned

Map

UNMISS
February 2018
SUDAN
SOUTH SUDAN
ETHIOPIA
KENYA
UGANDA
CENTRAL AFRICAN REPUBLIC
DEM. REP. OF THE CONGO
Juba
Bentiu
Malakal
Bor
Wau
Aweil
Rumbek
Leer
Nasser
Akobo
Pibor
Renk
Melut
Paloich
Bunj
Boma
Pariang
Mayom
Abiyei
Abyei
Raga
Deim Zubeir
Kuacpok
Tambio
Yambio
Kapoeta
Torit
Lokoji
Ulang
Malakal
Ed Damazin
Guffa
Kaka
Ulkaan
Loyoro
Tonj
Lafon
Ikotos
Kajo Keji
Yei
Lasu
Nimule
Gumbo
Tombura
Source: UNMISS
Map No. 4416 Rev. 31 UNITED NATIONS
February 2019
Department of Field Support
Geospatial Information Section (formerly Cartographic Section)